



Results of the 2002 Navy Equal Opportunity Sexual Harassment (NEOSH) Survey

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The assistance of Rorie Harris is gratefully acknowledged

Navy Personnel Research, Studies, & Technology

NEOSH Survey Timeline

NPRST

| | |
|------------------|---|
| Dec 1988 | SECNAV Progress of Women in Navy study recommends sexual harassment survey |
| Dec 1988 | CNO study on EO in the Navy recommends biennial EO climate survey |
| Oct 1988 | First NEOSH administration |
| Oct 1990 | Second NEOSH administration |
| Oct 1991 | Third NEOSH administration |
| Dec 1992 | Fourth NEOSH administration |
| Dec 1993 | Fifth NEOSH administration |
| Jan 2000 | Sixth NEOSH administration |
| Sept 2001 | Seventh NEOSH administration |
| Dec 2002 | 2002 NEOSH field closed |

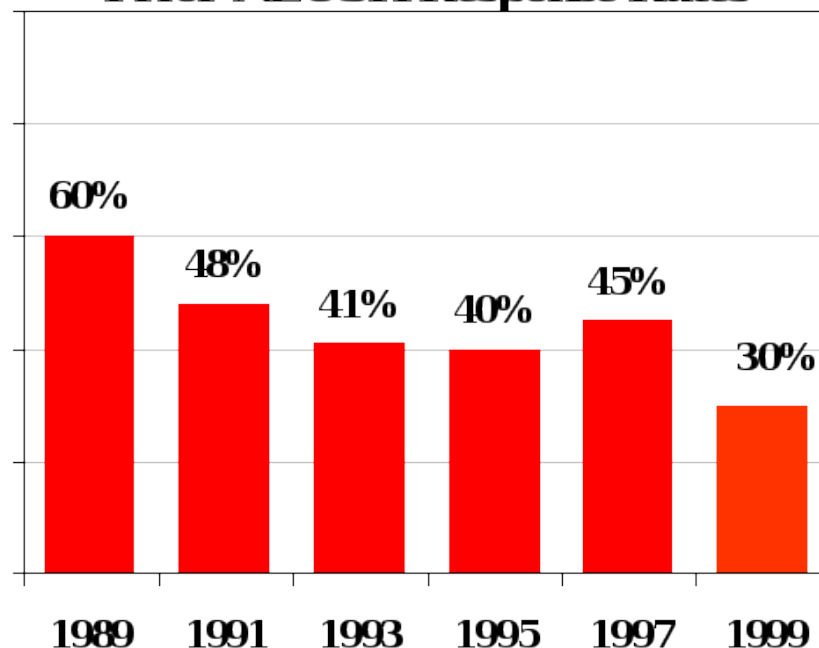
Survey Administration/Response *NPRST* Rate

Eligible Sample:
12,916

Eligible Returns:
4,367

2002 Response Rate:
34%

Prior NEOSH Response Rates



Approach

- **Responses to equal opportunity and sexual harassment survey items statistically weighted to allow generalizations to the Navy population**
- **Analyses focus on race/ethnic and gender groups within officer and enlisted populations**
- **Comparisons made to 1997 and 1999 NEOSH Survey findings**

Program Evaluation



NPRST

- **Good News**

About 90% of enlisted received Fraternization and SH training at their command; about 3/4 received EO training

2/3 of enlisted and 3/4 of officers have heard of Navy EO/SH adviseline

- Increase since 1999

- **Areas of Concern**

Officers continue to be less likely than enlisted to attend EO, Fraternization, and SH training at their commands

Less than half of officers (and 51% of enlisted) say their command has done an EO assessment in the past year; over 40% did not know

Program Evaluation



NPRST

Enlisted Percent "Yes"

| | 1997 | 1999 | 2002 |
|--|-------------|-------------|-------------|
|--|-------------|-------------|-------------|

| | | | |
|--|------------|------------|------------|
| Command has CMEO Program | 73% | 78% | 76% |
| Received EO Training at this Command | 74% | 74% | 74% |
| Received Fraternization Training at this Command | 90% | 89% | 88% |
| Received Sexual Harassment Training at this Command | 92% | 91% | 90% |

Program Evaluation

NPRST

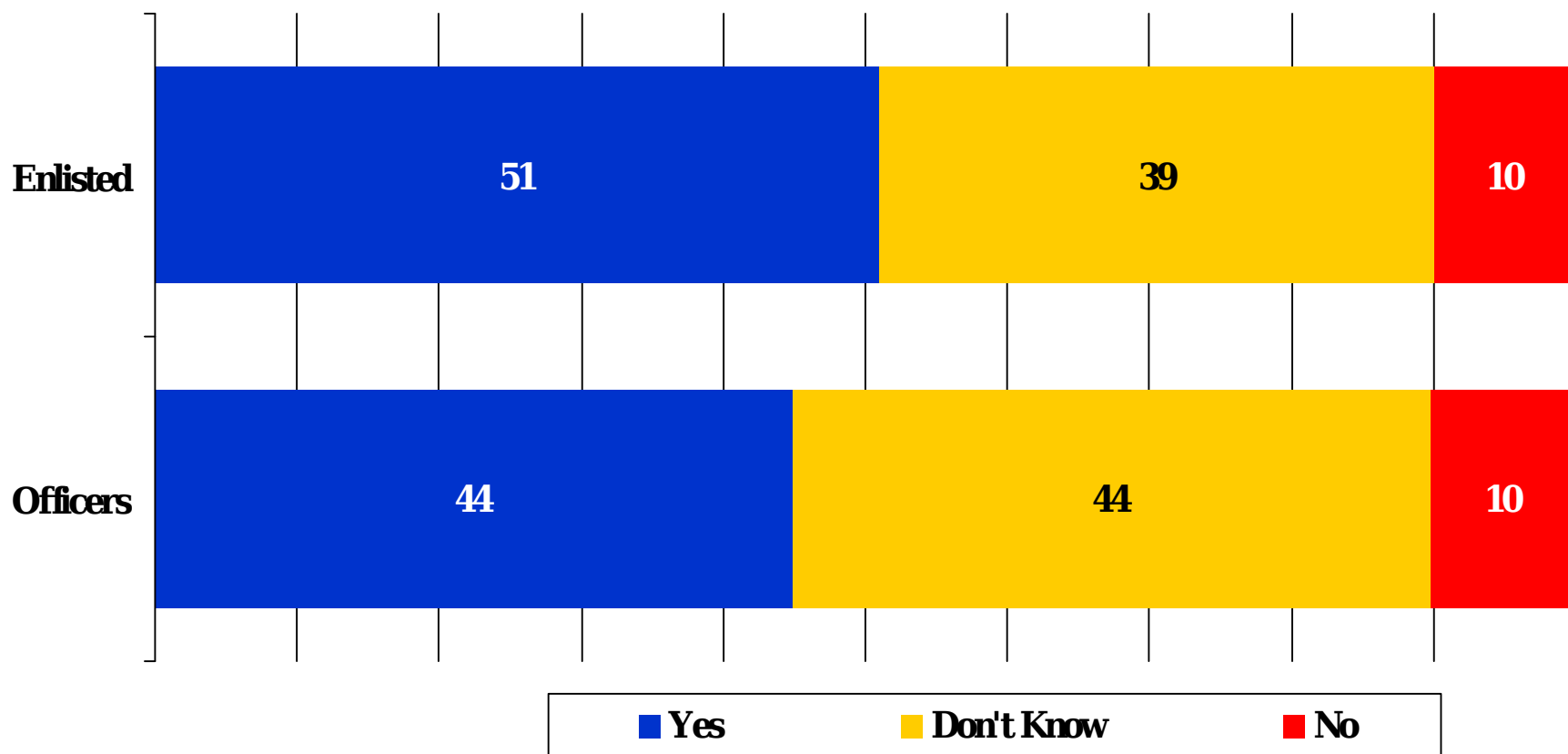
Officers Percent "Yes"

| | 1997 | 1999 | 2002 |
|--|------------|------------|------------|
| Command has CMEO Program | 86% | 85% | 81% |
| Received EO Training at this Command | 78% | 71% | 70% |
| Received Fraternization Training at this Command | 84% | 77% | 78% |
| Received Sexual Harassment Training at this Command | 88% | 79% | 78% |

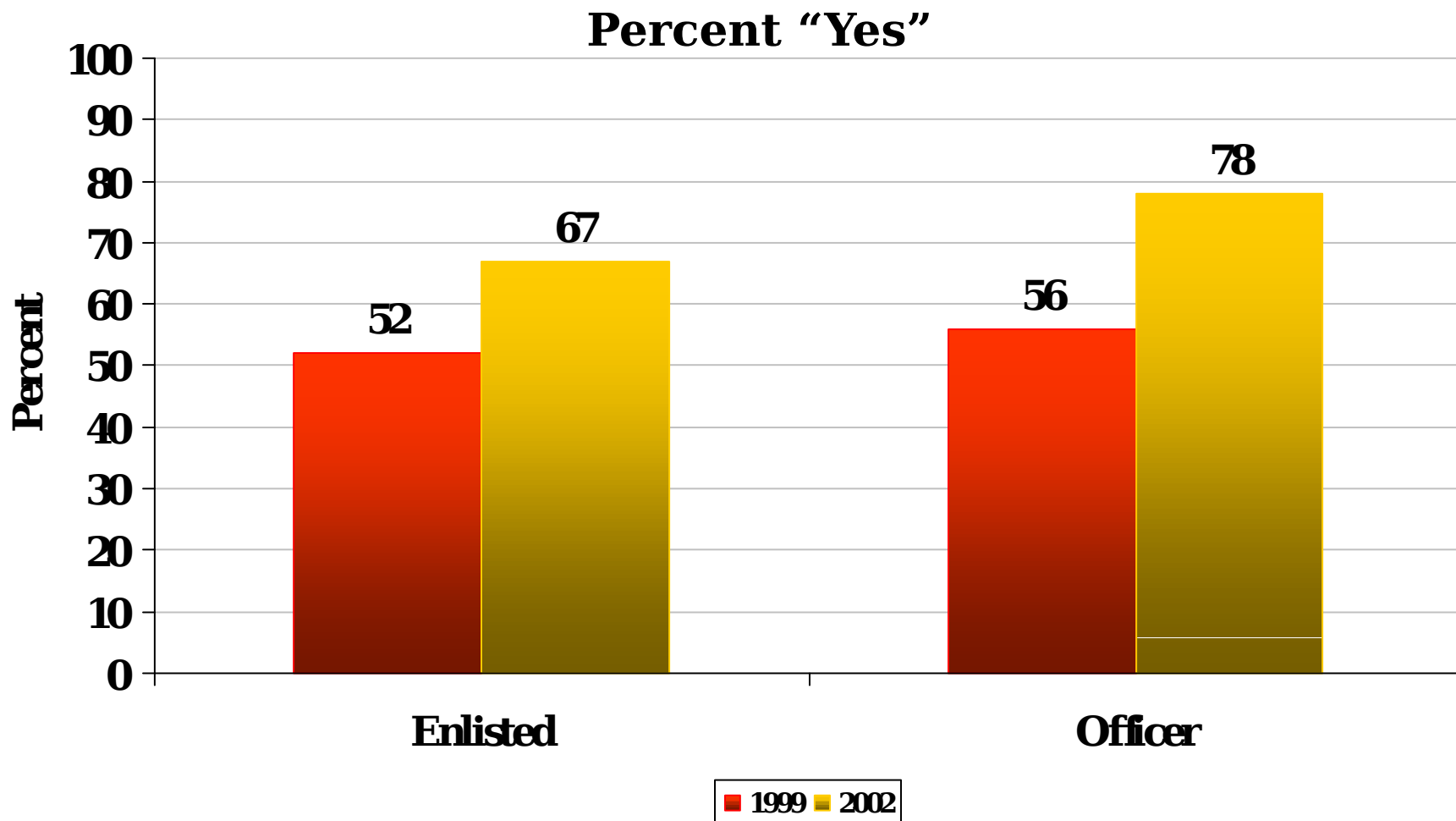
My Command has Done an EO Assessment in the Past Year

NPRST

Percent



I Have Heard of the Navy EO/SH Adviceline *NPRST*



EO Climate

NPRST

- EO climate items measure perceptions of fairness in key areas

Modules are groups of items on an EO topic area

- ~~Scores range from~~ ----- 3 ----- 4 -----

Strongly
Disagree

Disagree

Neither

Agree Nor Disagree

Agree

Strongly
Agree

- Higher scores indicate more positive perceptions

- **Good News**

As in previous NEOSH Surveys, EO climate perceptions of all groups ranged from neutral to positive

Positive increase in 2002 climate scores from 1999 for all race/ethnic and gender groups

- **Areas of Concern**

Although climate scores were more positive in 2002, racial/ethnic and gender gaps remain

- › Whites most positive, Blacks least positive
- › Hispanics and APIs less positive than Whites; more positive than Blacks
- › Men more positive than women

Leadership

NPRST

- **Good News**

Increase in leadership climate scores for race/ethnic and gender groups

About 80% or more of all race/ethnic and gender groups indicate that their CO actively supports EO

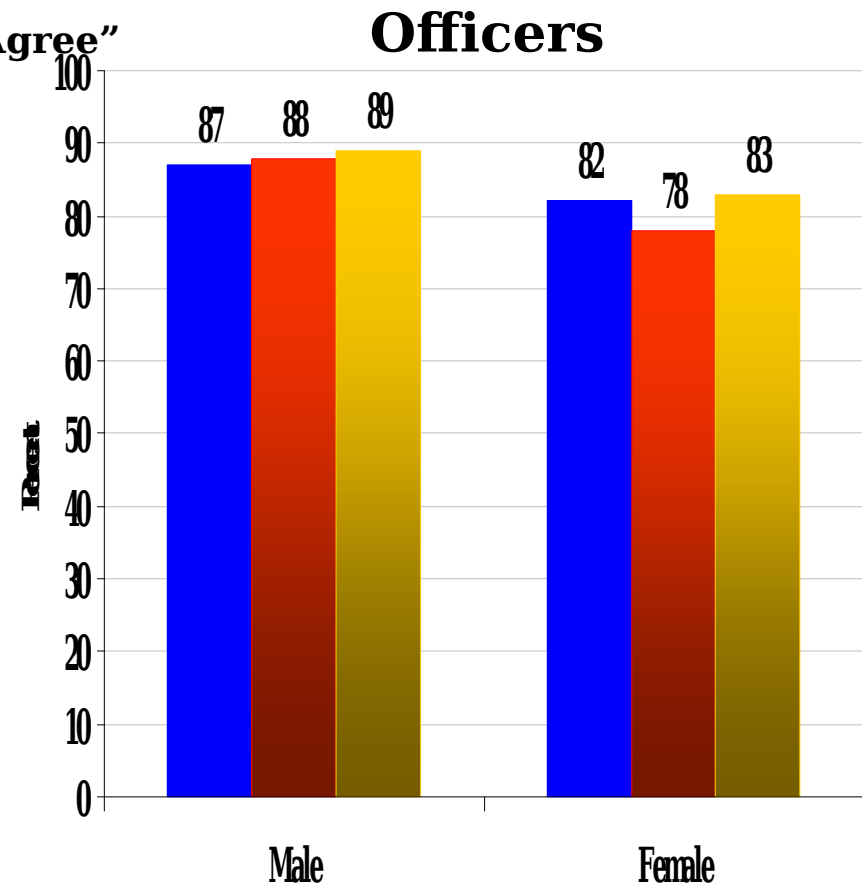
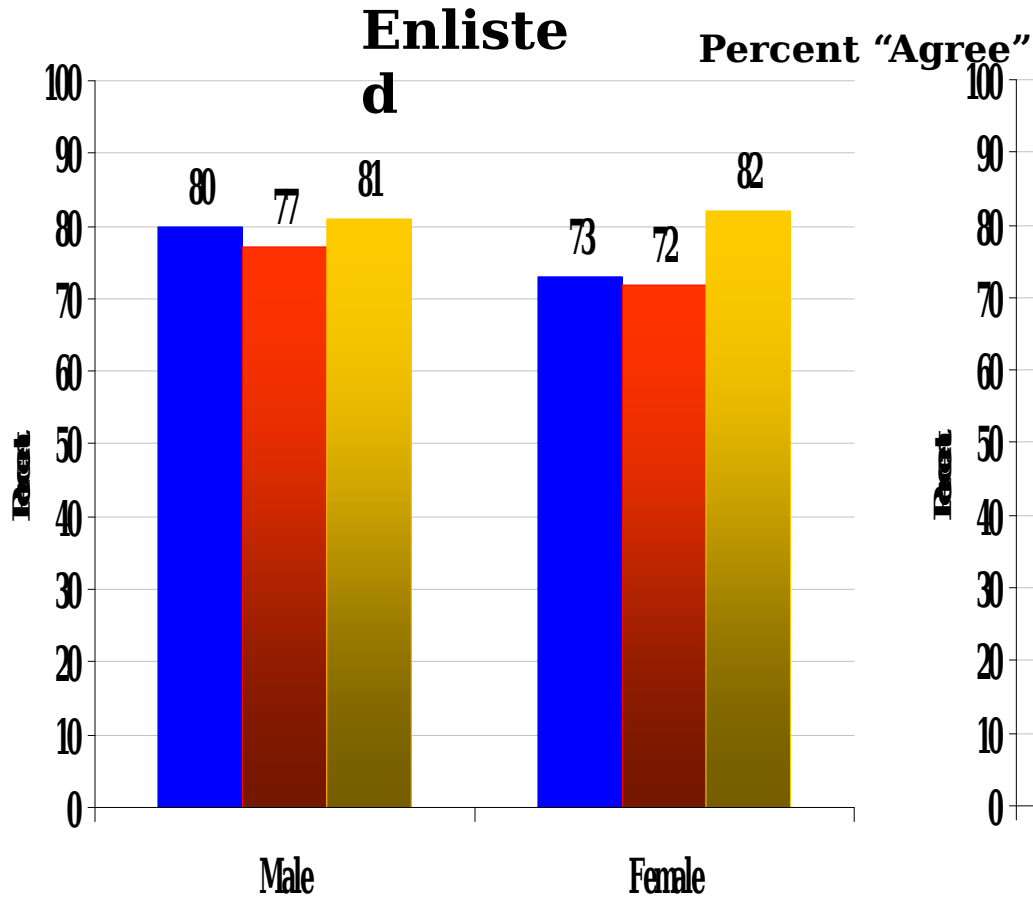
- 82% of enlisted women in 2002 agreed with this item compared to 72% who agreed in 1999

- **Areas of Concern**

Racial/ethnic gaps have not been reduced since all groups more positive in 2002 than previously

My CO Actively Supports EO: Gender

NPRST



Interpersonal Relations

- **Good News**

Perceptions of Interpersonal Relations are more positive than in the past

Over 80% of all enlisted race/ethnic groups (and more than 90% of officers) agree that people of different racial/ethnic groups generally get along at their commands

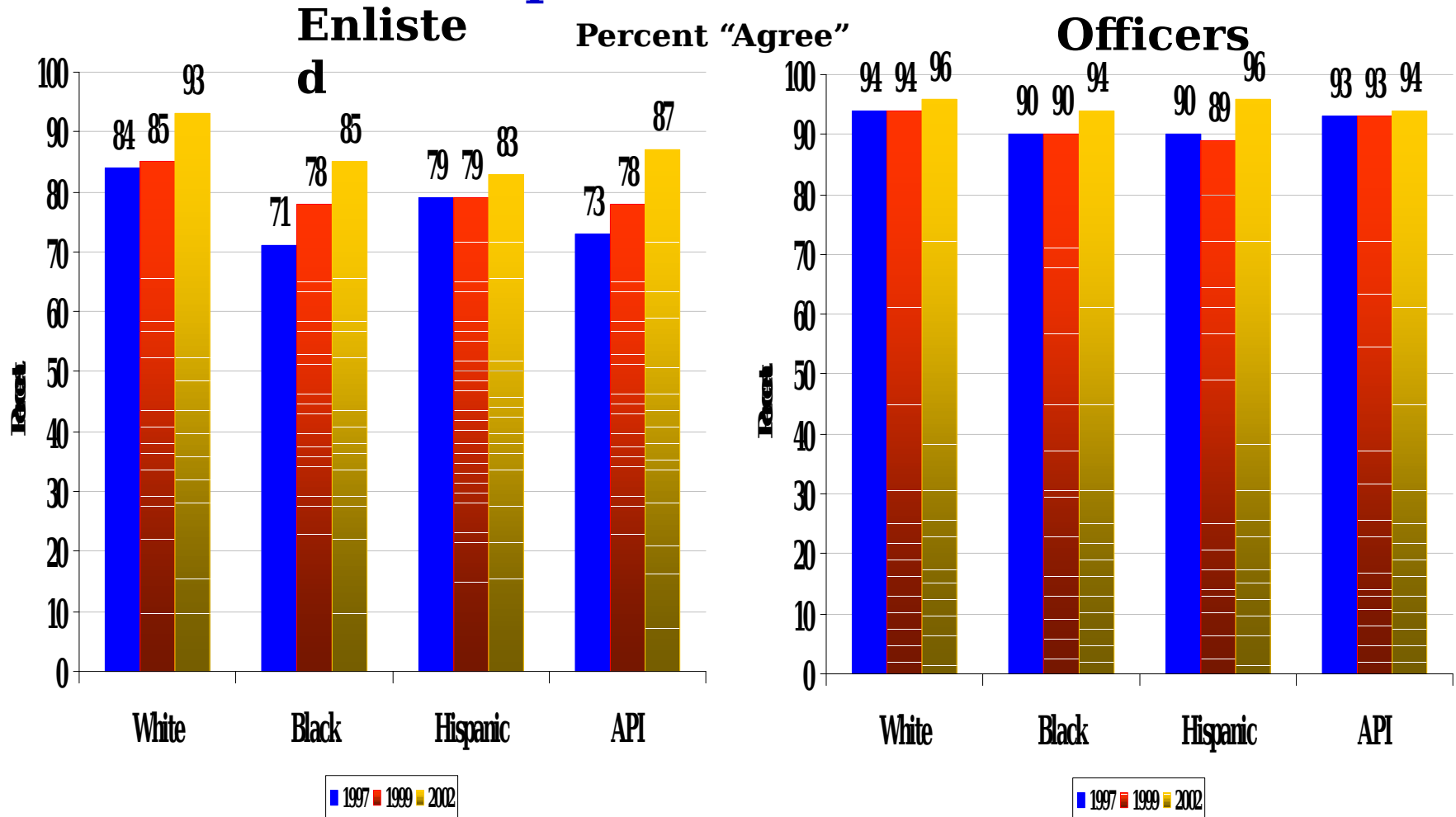
- API enlisted agreement increased from 73% in 1997 to 87% in 2002

- **Areas of Concern**

Despite positive trends gaps remain

People of Different Racial/Ethnic Groups *NPRST* Generally Get Along at this Command:

Race/Ethnic Group



Discipline

NPRST

- **Good News**

Perceptions of fairness in Navy discipline are more positive than in past

- › Black enlisted agreement that the discipline system is fair increased from 44% in 1997 to 55% in 2003
- › Enlisted women's agreement similarly increased from 42% in 1997 to 53% in 2002.

- **Areas of Concern**

Gaps remain in perceptions of fairness in Navy discipline between Whites and minorities

The Discipline System at this Command is Fair: Race/Ethnic

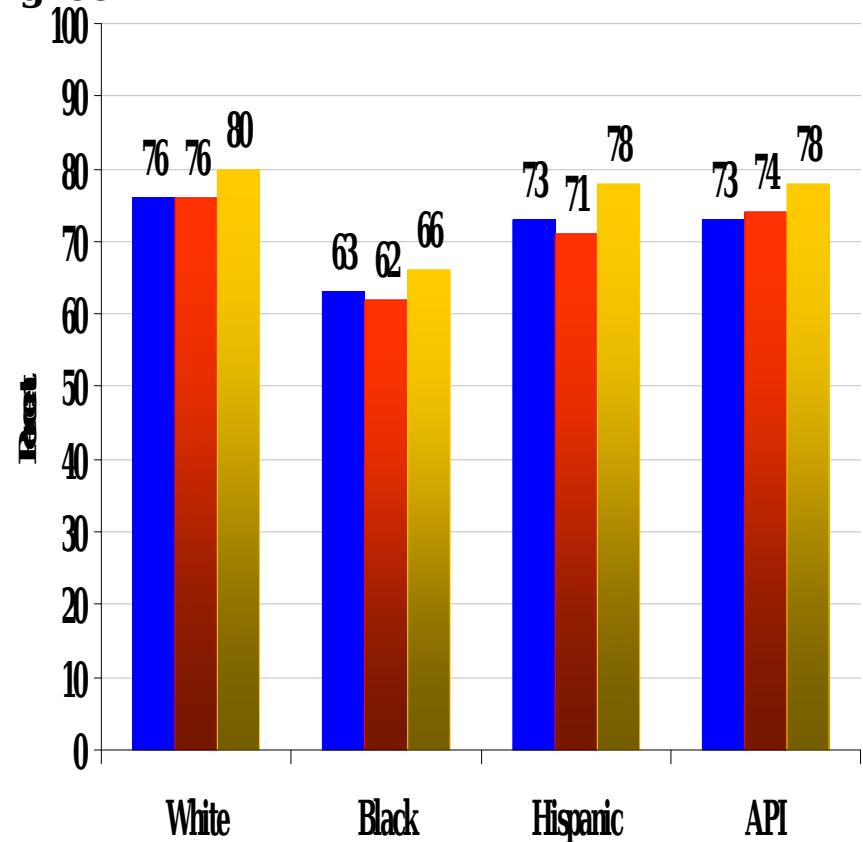
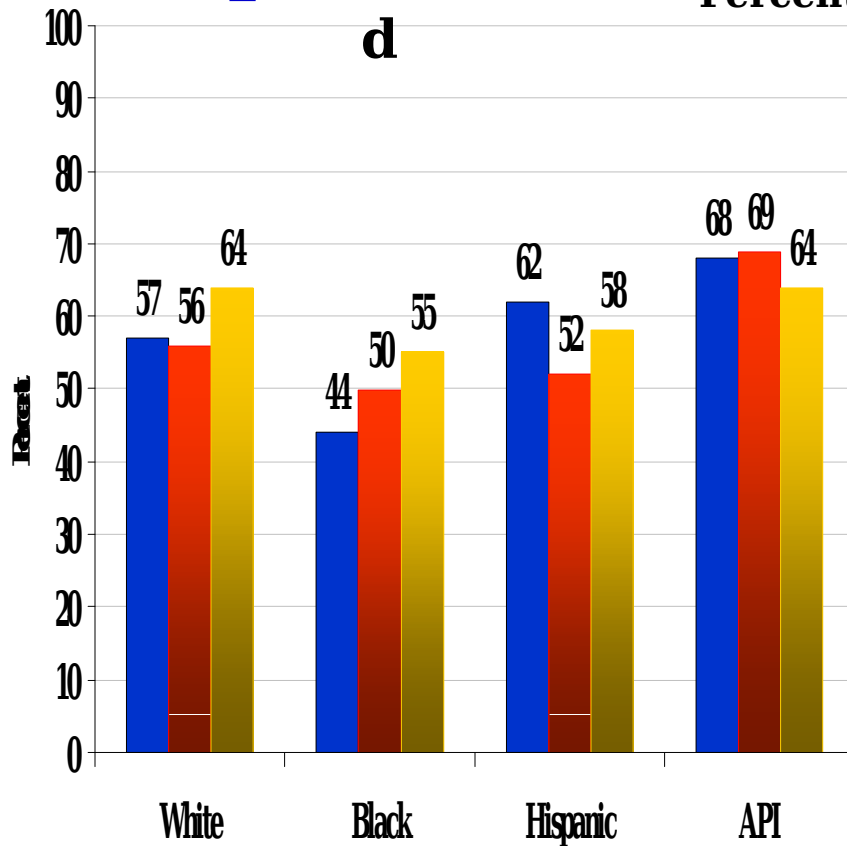
NPRST

Group

Enlisted

Percent "Agree"

Officers



■ 1997 ■ 1999 ■ 2002

■ 1997 ■ 1999 ■ 2002

2002 NEOSH: Item 23

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- **Good News**

The percent of White enlisted who agree that their command is a fair place to work increased from 59% in 1999 to 73% in 2002

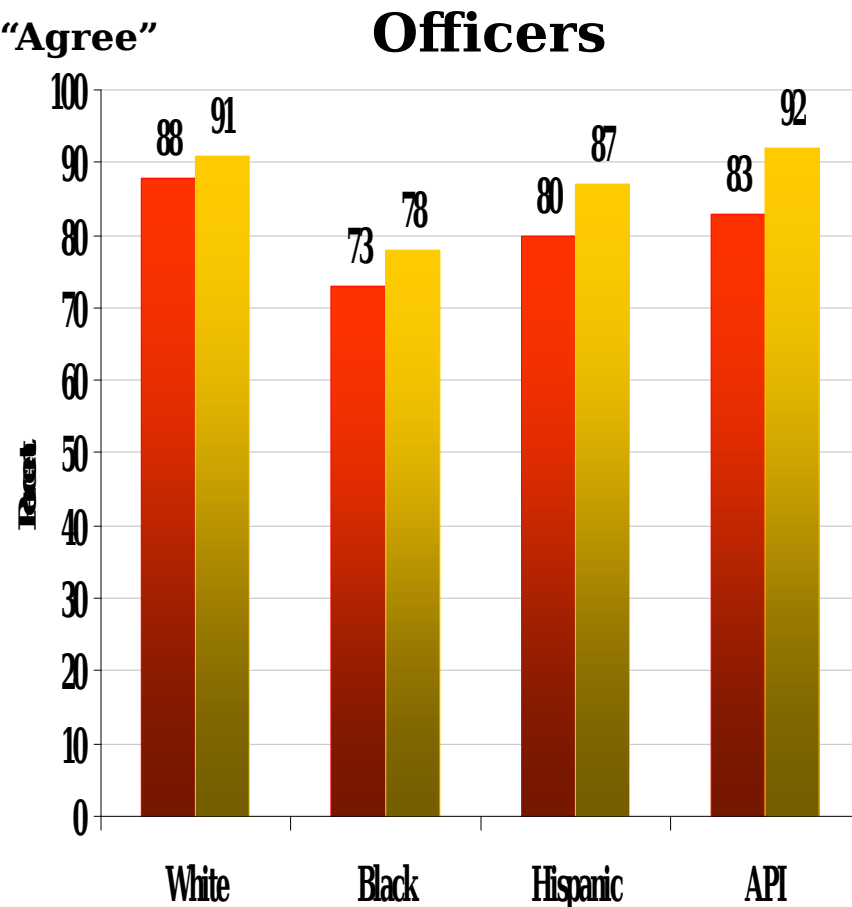
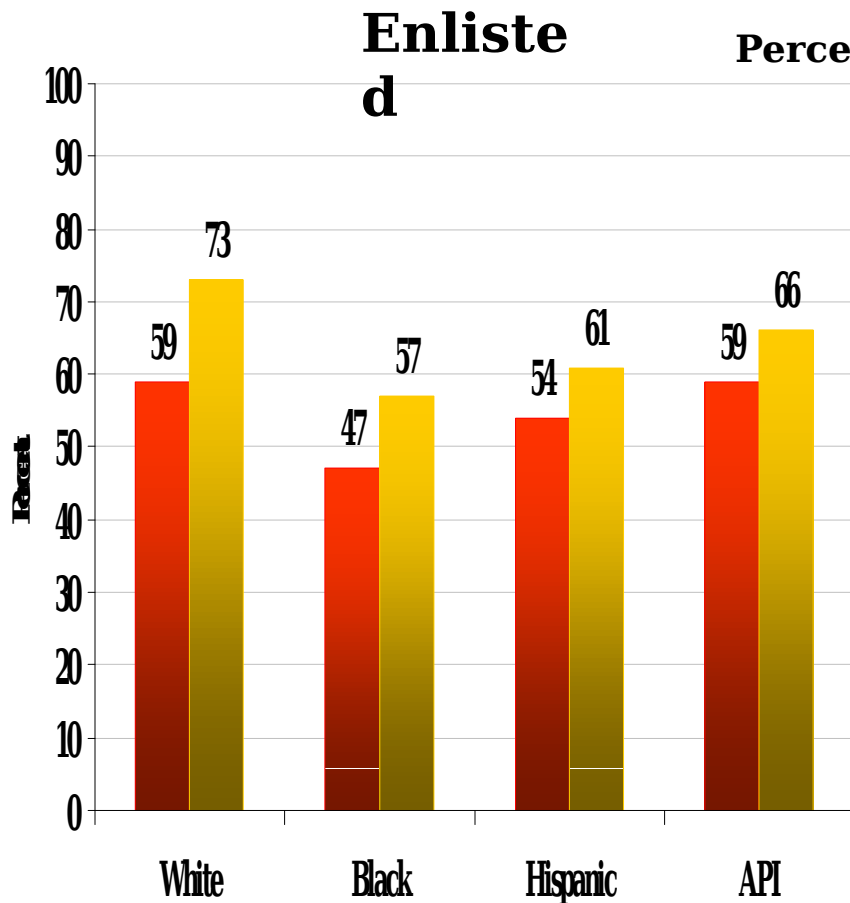
More Hispanics in 2002 agreed that their command values people with different cultural backgrounds

- Increase from 47% to 60% for Hispanic enlisted; from 67% to 80% for Hispanic officers

- **Areas of Concern**

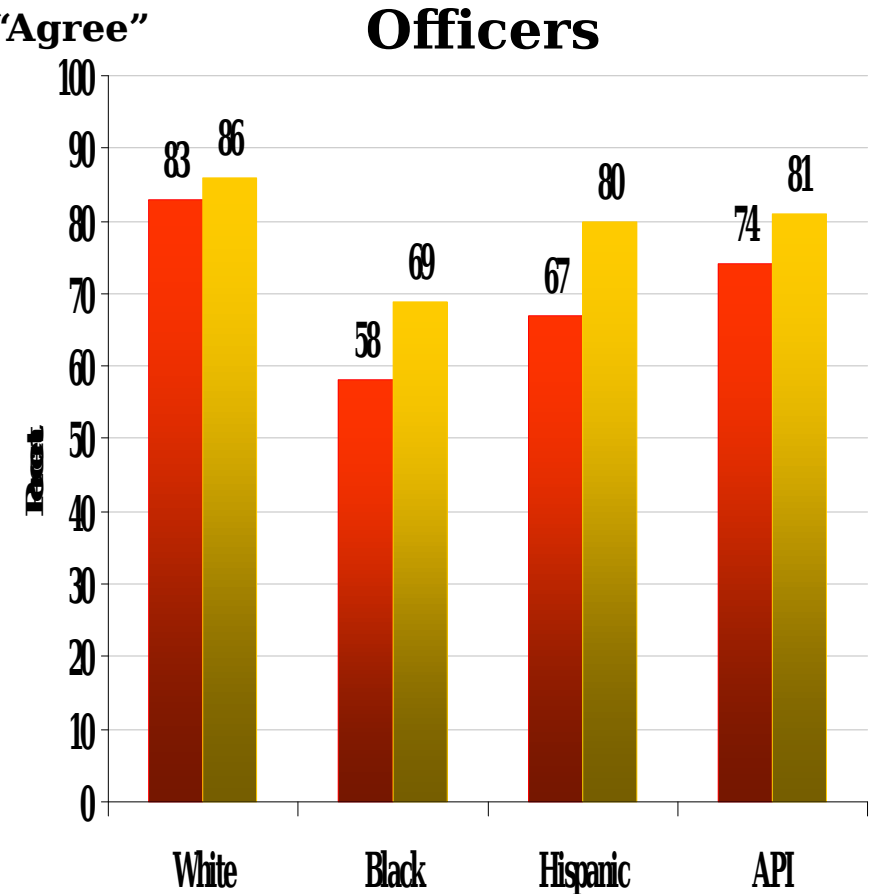
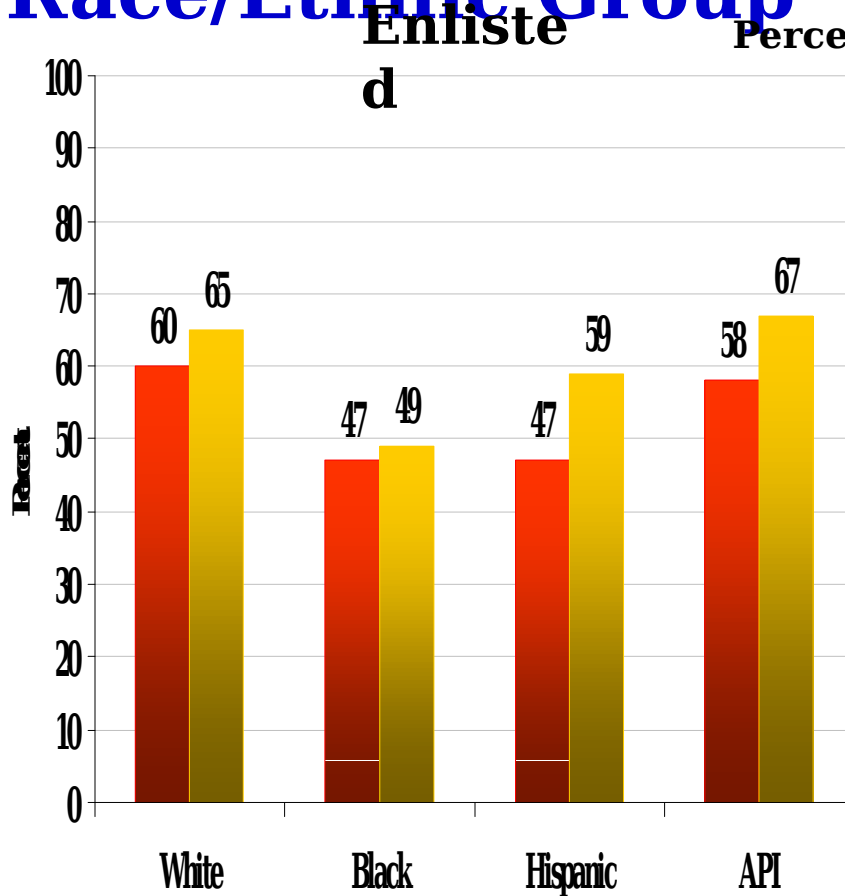
Less than half of Black enlisted agree that their command values people with different cultural backgrounds

This Command is a Fair Place to Work: Race/Ethnic Group *NPRST*



This Command Values People with Different Cultural Backgrounds: *NPRST*

Race/Ethnic Group



Navy Satisfaction

NPRST

- **Good News**

All groups have more positive scores on Navy Satisfaction items in 2002 than in 1999

Whites show clear increase in Navy satisfaction

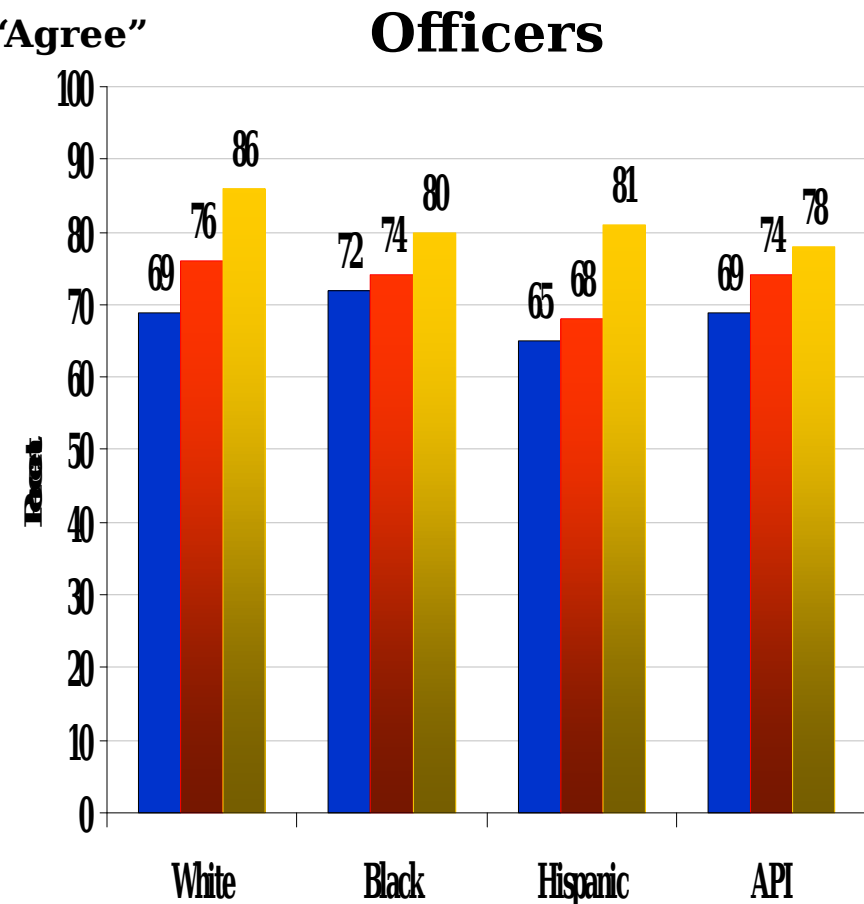
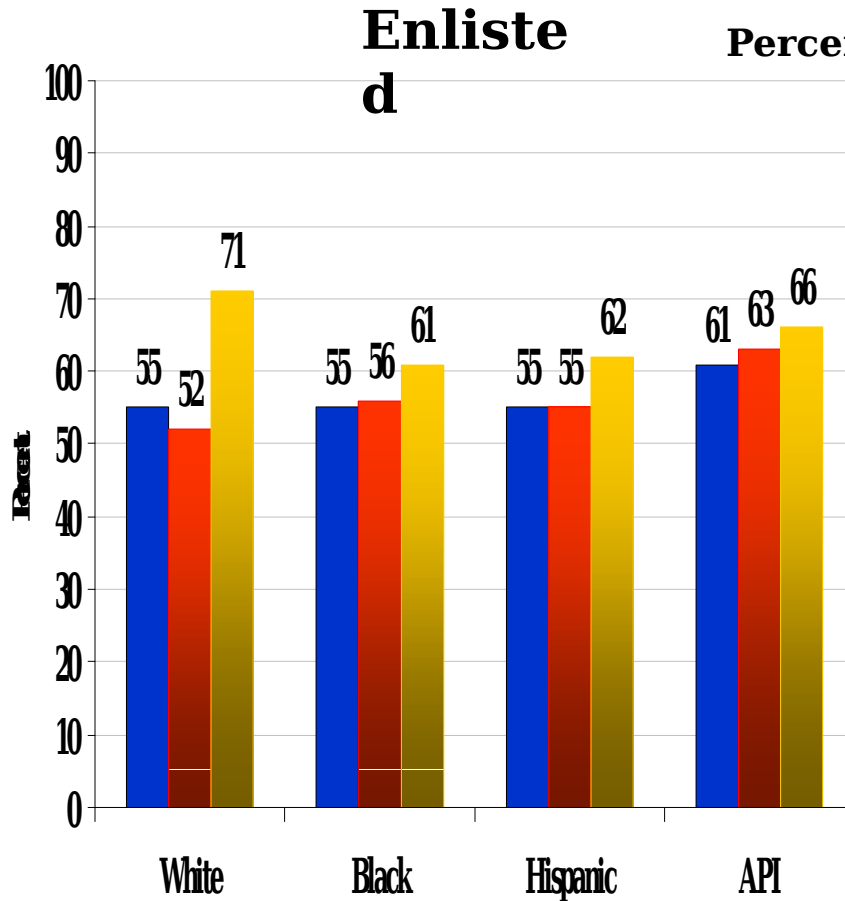
- › Minority satisfaction with the Navy also increased but still lower than Whites

- **Areas of Concern**

Although minorities and women show increases in Navy satisfaction items gains generally less than shown by Whites

I am Satisfied with the Navy: Race/Ethnic Group

NPRST



Racial Discrimination

NPRST

- **Good News**

For White and Black enlisted, the rates for all 8 racial/discrimination behaviors were lower

- **Areas of Concern**

Despite decreases in racial/ethnic discrimination rates, minorities experience clearly higher rates of discrimination behaviors than Whites do

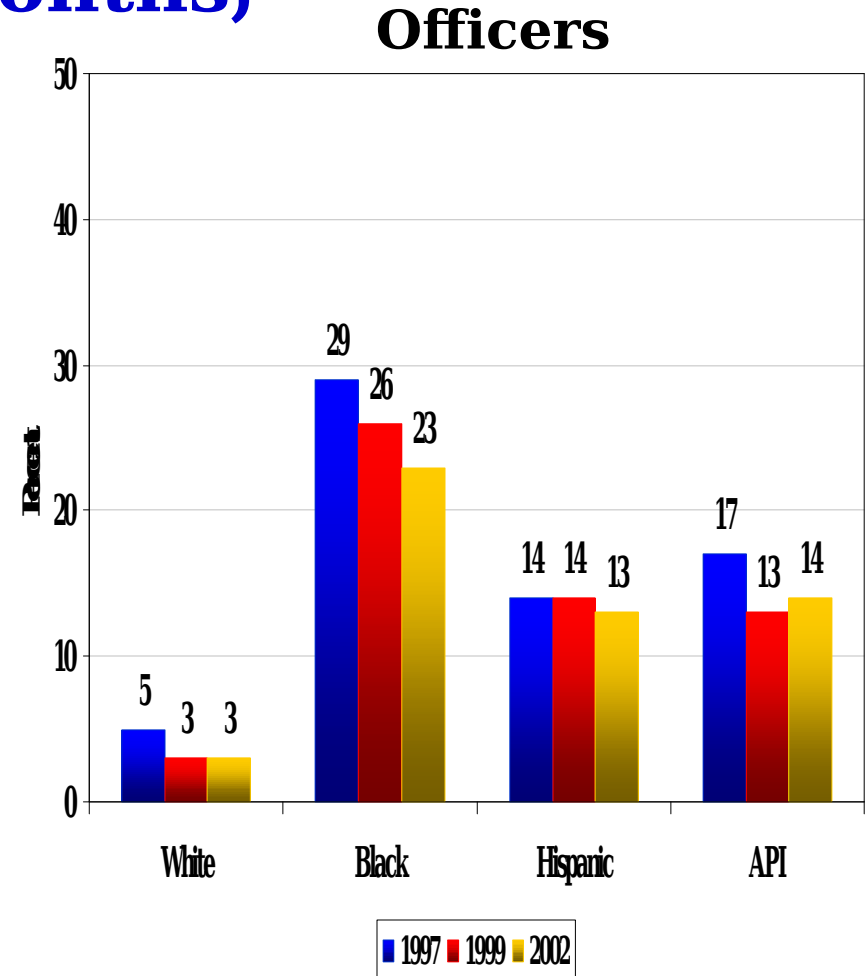
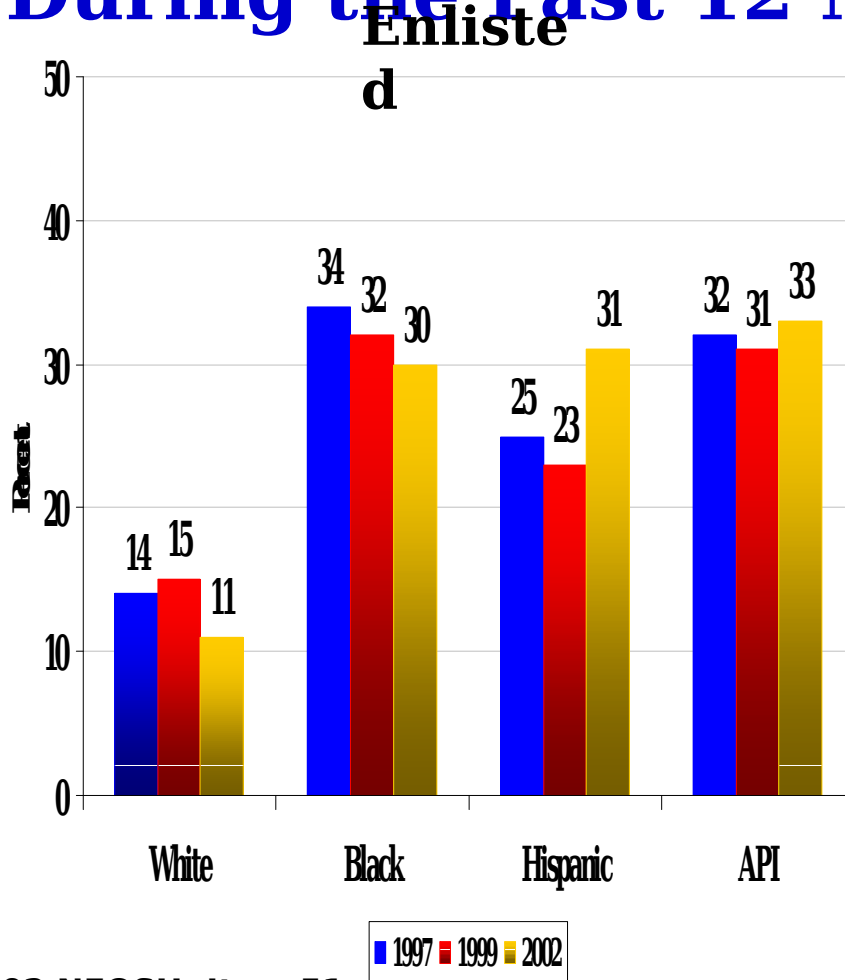
- › Highest rates of racial discrimination behaviors continue to be reported for “negative comments” “offensive jokes”

About 1/3 of Hispanic and API enlisted report experiencing racial/ethnic discrimination

- › Discrimination rates for Hispanics and APIs have not declined

Percentage Who Experienced Racial/Ethnic Discrimination During the Past 12 Months,

NPRST



2002 NEOSH: Item 51a

Racial/Ethnic Discrimination Behaviors (2002)

NPRST

Respondents by Race Percent "Yes"

| Enlisted | | | | | Officer | | | | |
|---------------------------------|-------|----------|-----|-------|---------|----------|-----|-------|-------|
| White | Black | Hispanic | API | White | Black | Hispanic | API | White | Black |
| Negative comments | 12% | 31% | 28% | 32% | 4% | 15% | 13% | 10% | 3% |
| Offensive jokes | 10% | 27% | 31% | 30% | 3% | 13% | 11% | 13% | 2% |
| Ignored by others | 7% | 17% | 16% | 15% | 2% | 18% | 8% | 9% | 1% |
| Given menial jobs | 7% | 15% | 17% | 15% | 1% | 11% | 4% | 4% | 8% |
| Not asked to socialize | 5% | 6% | 6% | 6% | 8% | 1% | 9% | 5% | 1% |
| Denied potential reward/benefit | 5% | 15% | 14% | 21% | 2% | 8% | 3% | 3% | 5% |
| Physically threatened | 2% | 5% | 3% | 3% | 5% | 0% | 1% | 1% | 0% |
| Physically assaulted | 0% | 2% | 1% | 1% | 2% | 0% | 0% | 0% | 0% |

Racial/Ethnic Discrimination Behaviors

NPRST

Black Respondents Percent "Yes"

| | Enlisted | | | Officer | | |
|------------------------------------|----------|------|------|---------|------|------|
| | 1997 | 1999 | 2002 | 1997 | 1999 | 2002 |
| Negative comments | 31% | 36% | 31% | 20% | 23% | 15% |
| Offensive jokes | 30% | 31% | 27% | 15% | 14% | 13% |
| Ignored by others | 21% | 28% | 17% | 22% | 22% | 18% |
| Given menial jobs | 23% | 24% | 15% | 12% | 10% | 11% |
| Not asked to socialize | 10% | 12% | 6% | 13% | 13% | 9% |
| Denied potential reward/benefit | 20% | 17% | 15% | 9% | 11% | 8% |
| Physically threatened | 5% | 8% | 5% | 2% | 2% | 1% |
| Physically assaulted | 2% | 2% | 2% | 0% | 1% | 0% |

Religious Discrimination

NPRST

- **Good News**

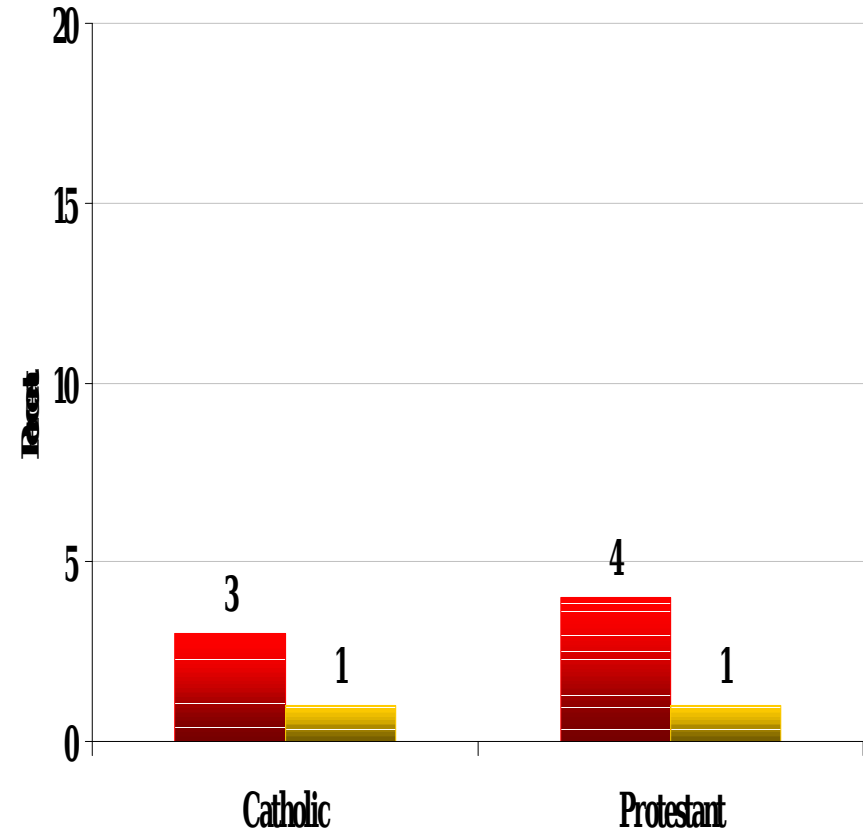
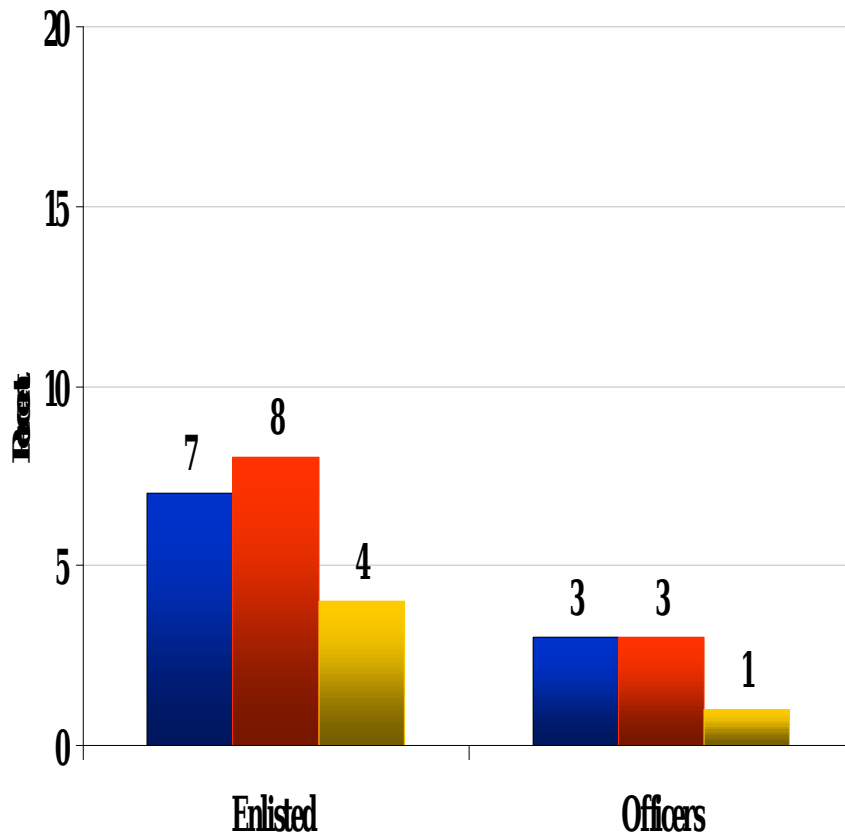
Overall rates of religious discrimination are low

- **Areas of Concern**

While few Catholics or Protestants reported religious discrimination, survey could not determine rate of religious discrimination among Muslims since too few in sample

Percentage Who Experienced Religious Discrimination During the Past 12 Months

NPRST



■ 1997 ■ 1999 ■ 2002

■ Enlisted ■ Officer

Events of 9/11

NPRST

- **Good News**

Since 9/11, very few have witnessed acts of discrimination or seen negative writings/graffiti against Arabs or Muslims

While most indicate that discrimination and sexual harassment have stayed about the same since 9/11, larger percentages indicated that these behaviors decreased than increased

- **Areas of Concern**

Only about 1/3 have been instructed to avoid discrimination against Arab Americans/Muslims

About 1/3 of enlisted have heard negative comments at their commands about Arab Americans or Muslims

Since the Events of 9/11: Discrimination Against Muslims

NPRST

Percent "Yes"

Enlisted

Officers

**Have witnessed acts of discrimination
at command against Muslims**

4%

2%

**Have heard negative comments at command
about Muslims**

30%

28%

**Have seen negative graffiti or other writings at
command about Muslims**

4%

3%

**Have been instructed to avoid discrimination
at your command against Muslims**

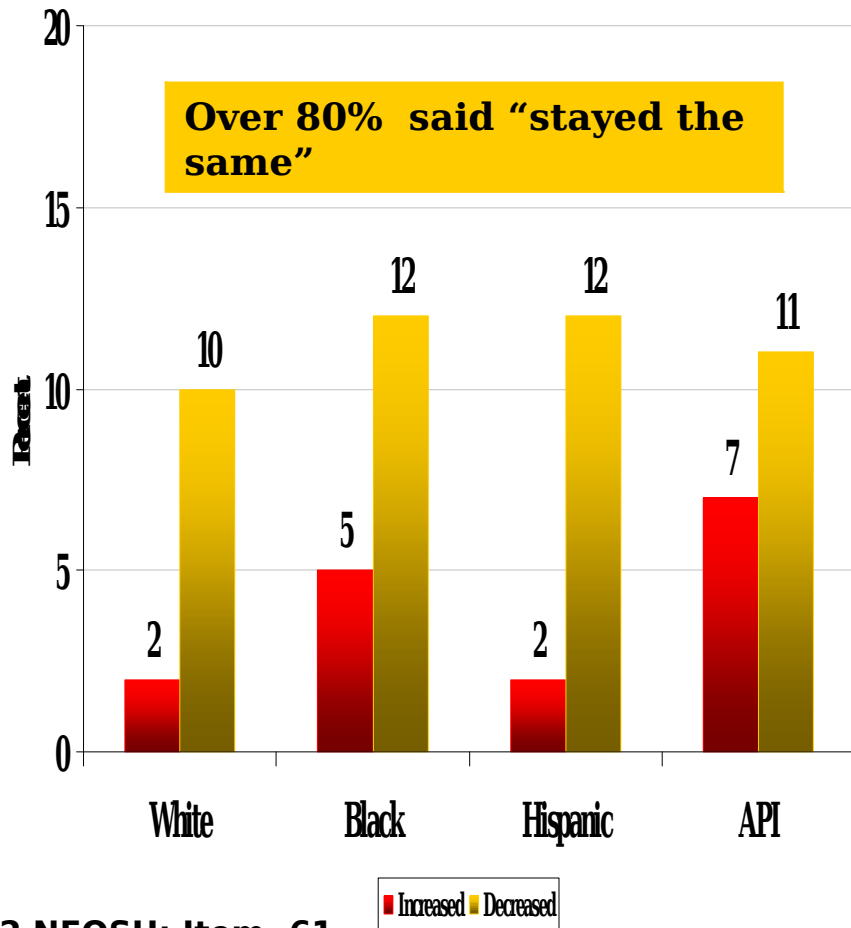
34%

37%

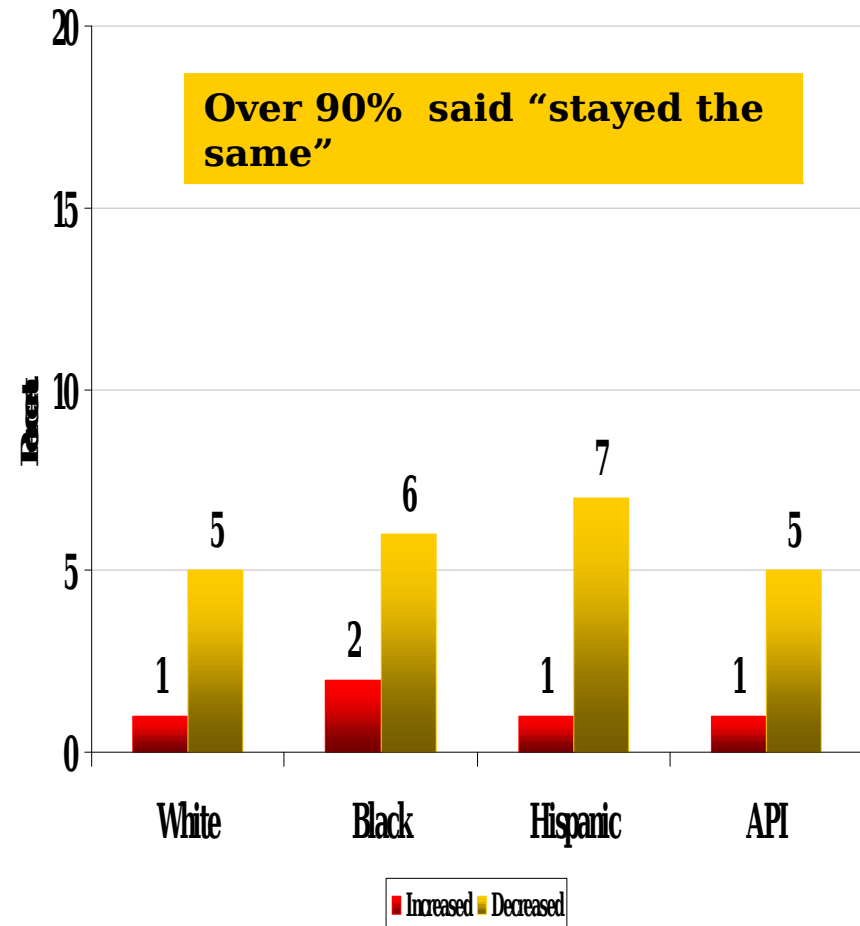
Since the Events of September 11: Discrimination Against Members of my Race/Ethnic Group Has

NPRST

Enlisted



Officers



Equal Opportunity: Summary

NPRST

Good News

- Two-thirds of enlisted and 3/4 of officers have heard of the Navy EO/SH adviceline; increase from 52% and 56% in 1999
- EO climate perceptions for all racial/gender and gender groups ranges from neutral to positive and has improved compared to the past
- For White and Black enlisted, the rates for all 8 racial/discrimination behaviors were lower
- About 80% or more of all groups indicated that their CO actively supports EO
- Over 80% of all groups agreed that people of different race/ethnic groups generally get along at their commands
- Since 9/11, very few have witnessed acts of discrimination or seen negative writings/graffiti against Arab-Americans or Muslims

Equal Opportunity: Summary

NPRST

Areas of Concern

- Officers continue to be less likely than enlisted to attend EO, Fraternization, and SH training at their commands
- Half or less say their command has done an EO assessment in past year and about 40% do not know
- Although EO climate perceptions have improved, gaps between Whites and minorities and between men and women remain
- Offensive jokes and negative comments remain the most common forms of racial/ethnic discrimination behaviors -- reported by about 30% of enlisted minorities
- Only about 1/3 have been instructed to avoid discrimination against Arab Americans/Muslims and about 1/3 of enlisted have heard negative comments at their commands about Arab-Americans/Muslims

Part 2: Sexual Harassment (SH)

Measurement of Sexual Harassment: Background

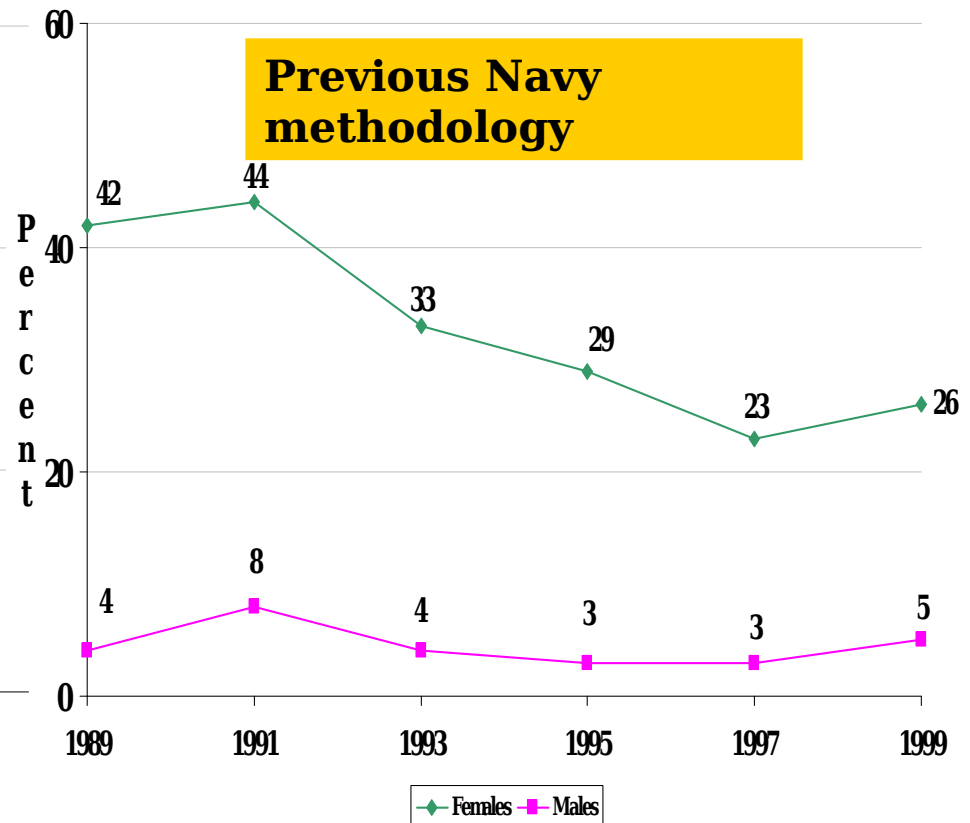
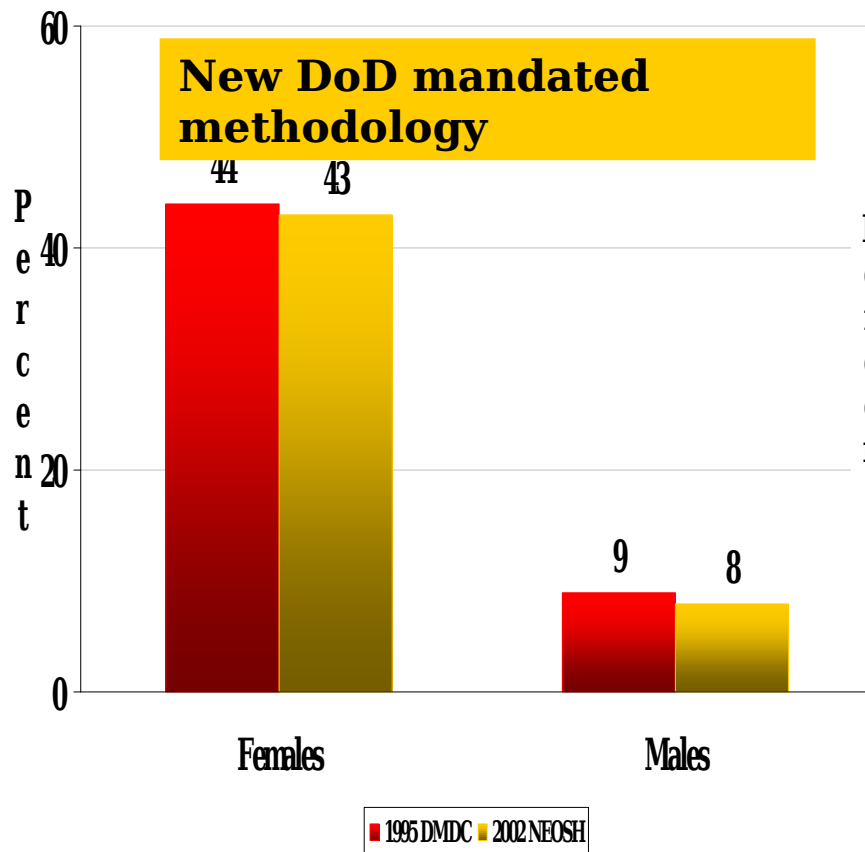
NPRST

- **Two approaches to measuring SH**
 - Direct question approach
 - Behavioral checklist approach
- **Both methods have previously been used to measure SH in the Navy**
 - Led to conflicting reports of Navy SH rate
- **Uniform SH measurement mandated in 2002**
- **2002 NEOSH Survey adapted the behavioral checklist approach**
 - New baseline for SH measurement in the Navy

Percentage Who Experienced Sexual Harassment During the Past 12 Months

Enlisted Respondents

NPRST



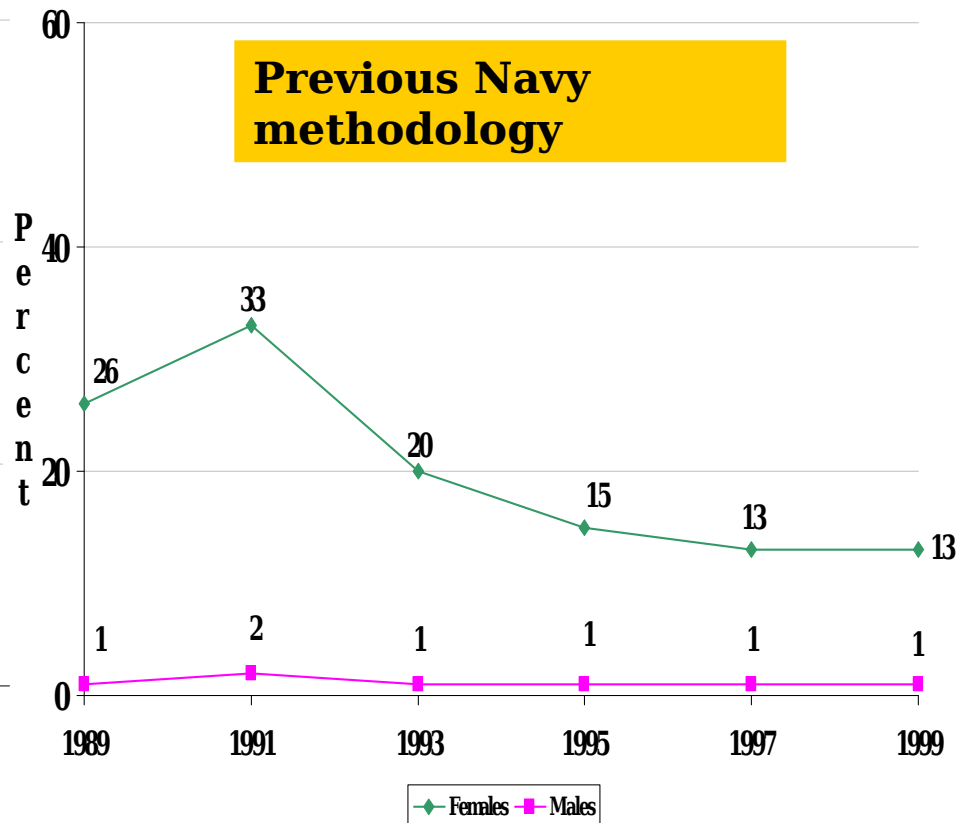
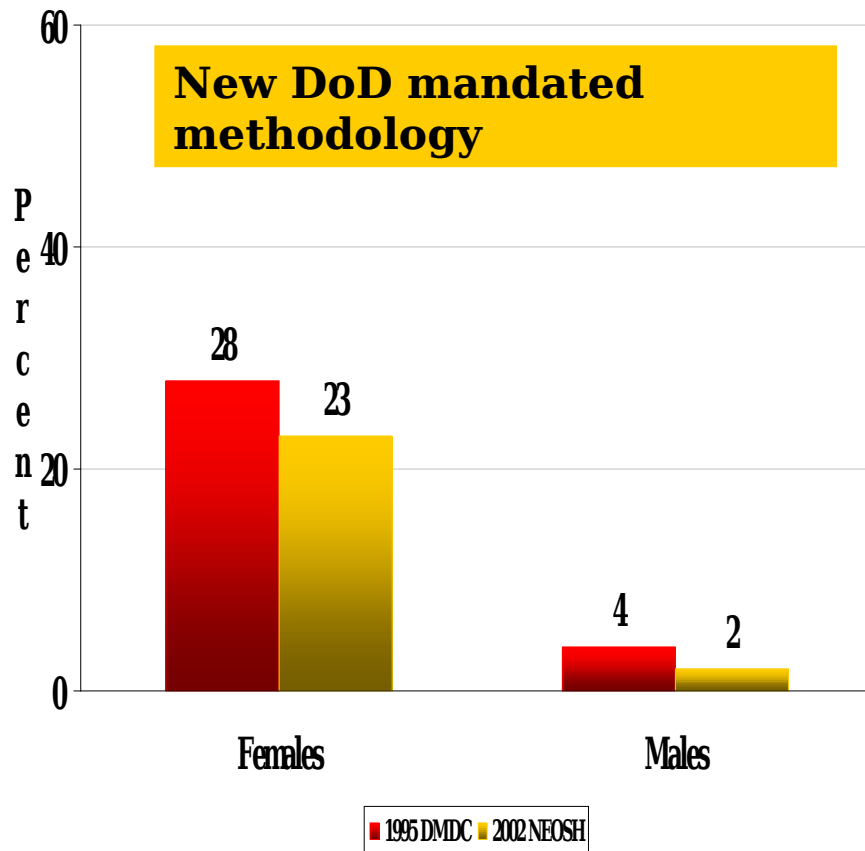
Note : 1995 is based on DMDC recalculated rates for the Navy.

2002 NEOSH: Items 64 and 65

Percentage Who Experienced Sexual Harassment During the Past 12 Months

Officer Respondents

NPRST

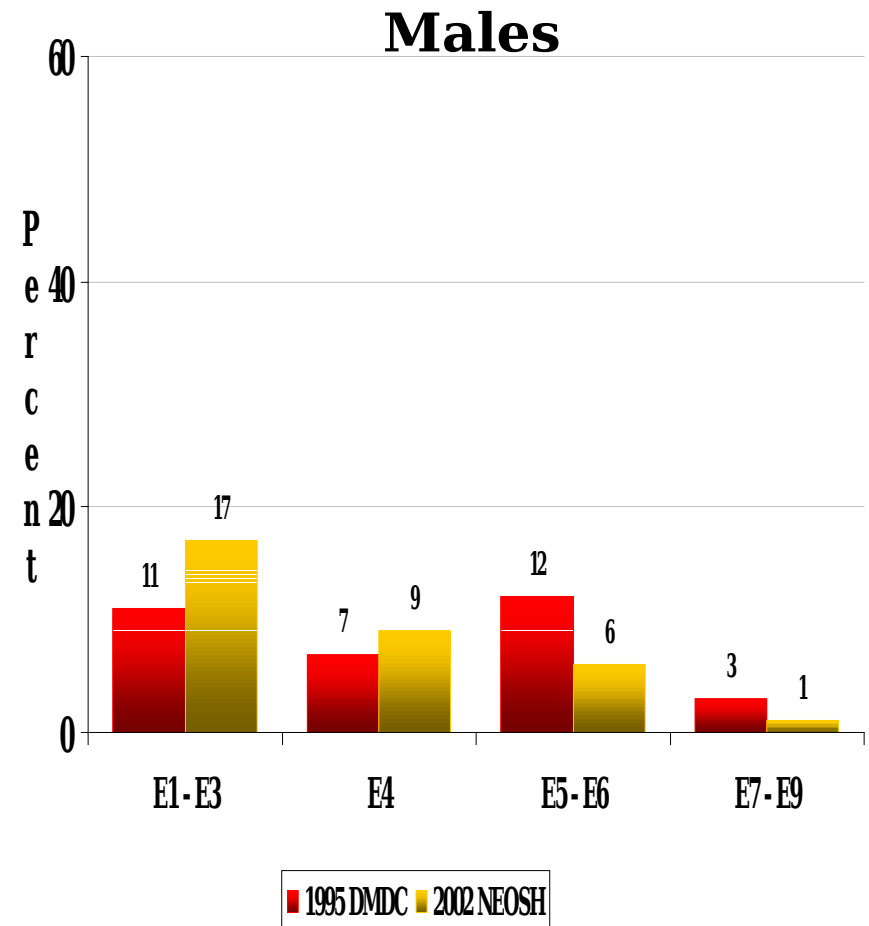
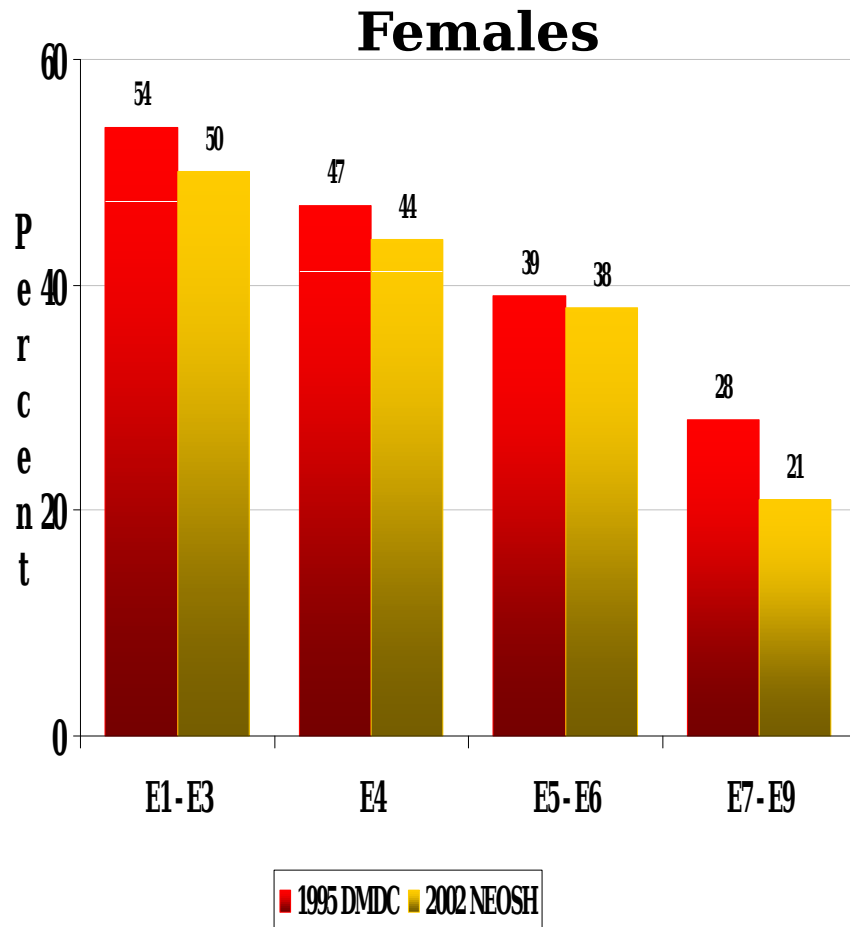


Note : 1995 is based on DMDC recalculated rates for the Navy.

2002 NEOSH: Items 64 and 65

Sexual Harassment by Enlisted Paygroups

NPRST

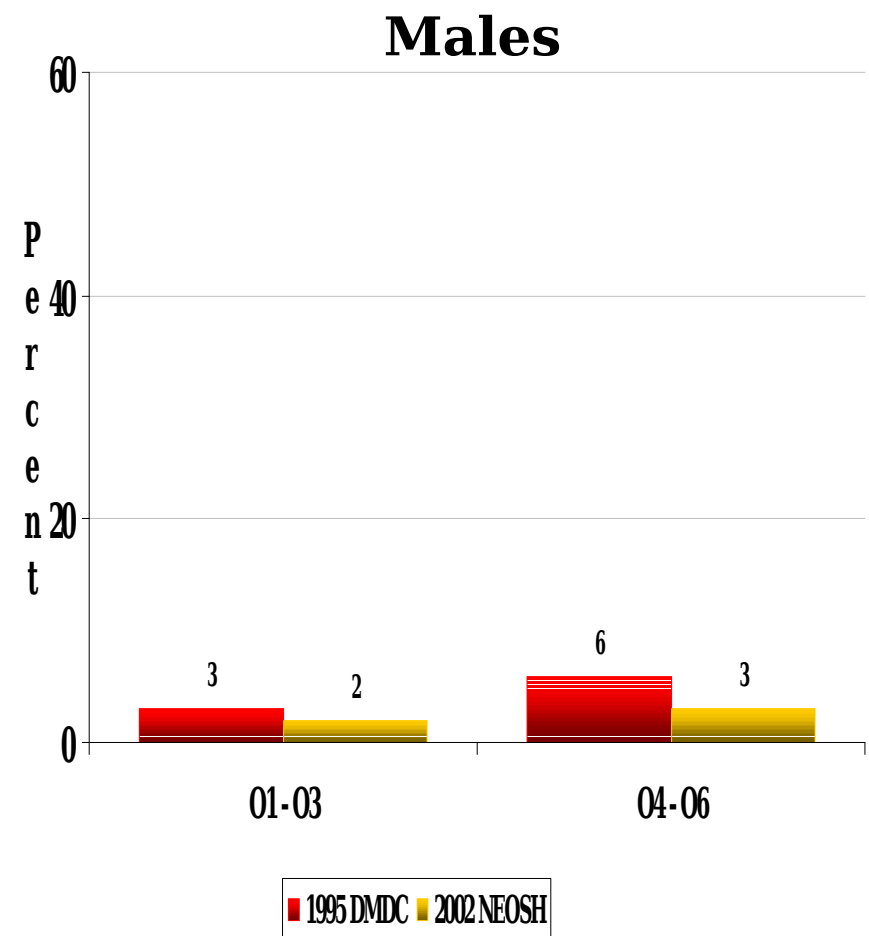
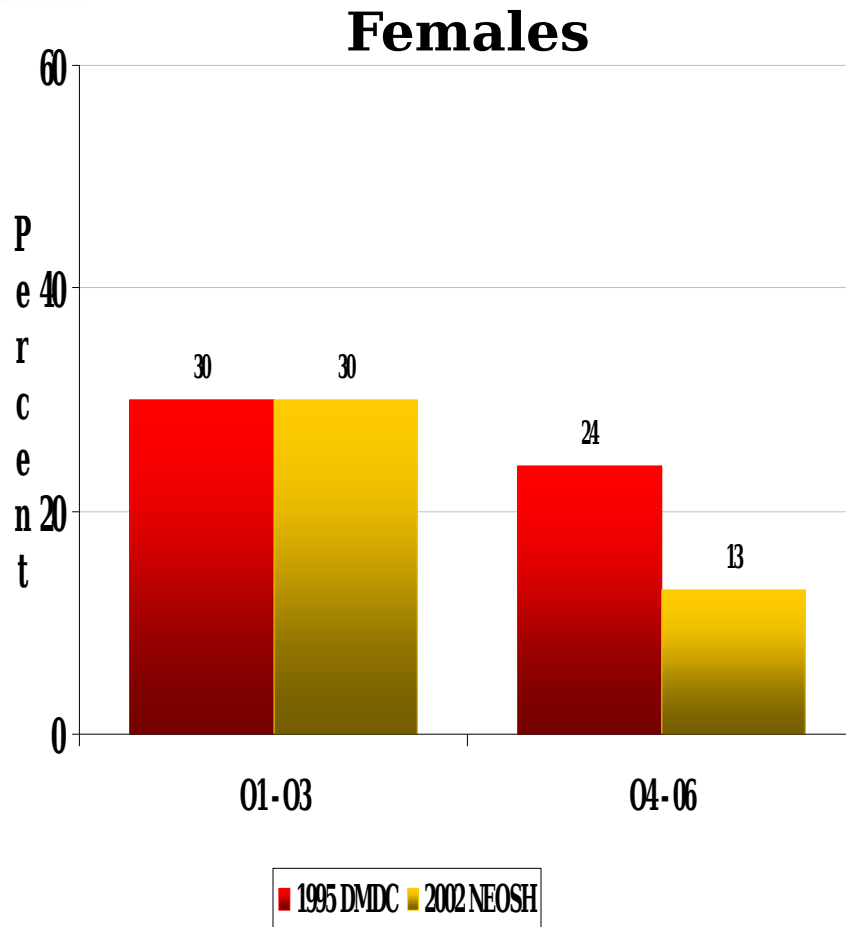


Note : 1995 is based on DMDC recalculated rates for the Navy.

2002 NEOSH: Items 64 and 65

Sexual Harassment by Officer Paygroups

NPRST



Note : 1995 is based on DMDC recalculated rates for the Navy.

2002 NEOSH: Items 64 and 65

SH Behaviors Experienced During the Past Year - Enlisted Respondents

NPRST

| | Females | | Males | |
|--|---------|------------|-------|------------|
| | 1995 | 2002 | 1995 | 2002 |
| <i>Crude/Offensive Behavior:</i> | | 63% | | 34% |
| Sexual stories/jokes | | 64% | | 30% |
| Attempts to discuss sexual matters | | | | |
| Remarks on appearance | | | | |
| Gestures/use of body language | | | | |
| <i>Unwanted Sexual Attention:</i> | | 43% | | 8% |
| Attempts to establish romantic relationship | | 44% | | 9% |
| Continued attempts for dates | | | | |
| Unwanted touching | | | | |
| Attempts to stroke, fondle, kiss you | | | | |
| <i>Sexual Coercion:</i> | | 13% | | 2% |
| Bribes for rewards for sexual favors | | 15% | | 2% |
| Treated badly for refusing sex | | | | |
| Threats for not being sexually cooperative | | | | |
| Implied faster promotion, etc. if sexually cooperative | | | | |

Note : 1995 is based on DMDC recalculated rates for the Navy.

Multiple responses allowed.
2002 NEOSH: Items 64a-r

Navy Personnel Research, Studies, & Technology

SH Behaviors Experienced During the Past Year - Officer Respondents

NPRST

| Respondents | Females | | Males | | |
|--|---------|------------|------------|------------|------------|
| | 1995 | 2002 | 1995 | 2002 | |
| Crude/Offensive Behavior: | | 46% | 45% | 24% | 20% |
| Sexual stories/jokes | | | | | |
| Attempts to discuss sexual matters | | | | | |
| Remarks on appearance | | | | | |
| Gestures/use of body language | | | | | |
| Unwanted Sexual Attention: | | 22% | 19% | 8% | 3% |
| Attempts to establish romantic relationship | | | | | |
| Continued attempts for dates | | | | | |
| Unwanted touching | | | | | |
| Attempts to stroke, fondle, kiss you | | | | | |
| Sexual Coercion: | | 2% | 3% | 1% | 0% |
| Bribes for rewards for sexual favors | | | | | |
| Treated badly for refusing sex | | | | | |
| Threats for not being sexually cooperative | | | | | |
| Implied faster promotion, etc. if sexually cooperative | | | | | |

Note : 1995 is based on DMDC recalculated rates for the Navy.

Multiple responses allowed.
2002 NEOSH: Items 64a-r

Navy Personnel Research, Studies, & Technology

Where SH Occurred Female Officers and Enlisted

NPRST



| | Female Enlisted | Female Officer |
|--|------------------------|-----------------------|
| | 2002 | 2002 |
| In my work area | 61% | 64% |
| On ship | 28% | 24% |
| Some other location | 26% | 35% |
| In billeting/BEQ/BOQ | 17% | 2% |
| In the chow hall/base dining facility | | 8% |
| 5% | | |
| In the base club(s) | 7% | 4% |
| In the fitness center/gym | 3% | 5% |

**Note: Multiple responses
allowed.**

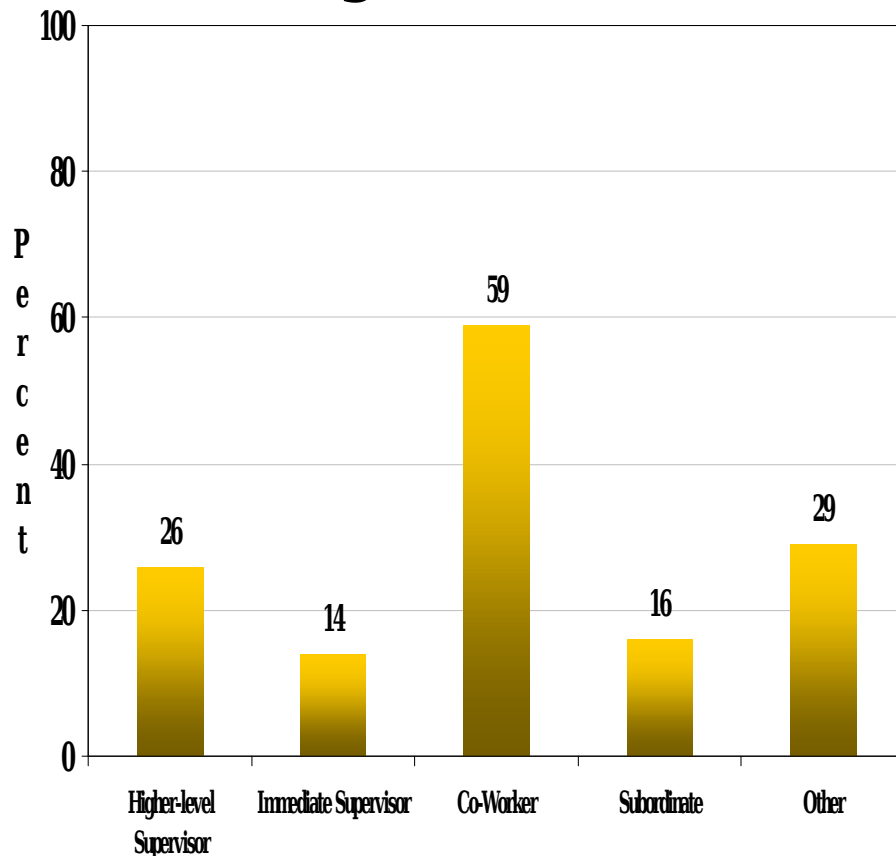
2002 NEOSH: Items 68a-g

Navy Personnel Research, Studies, & Technology

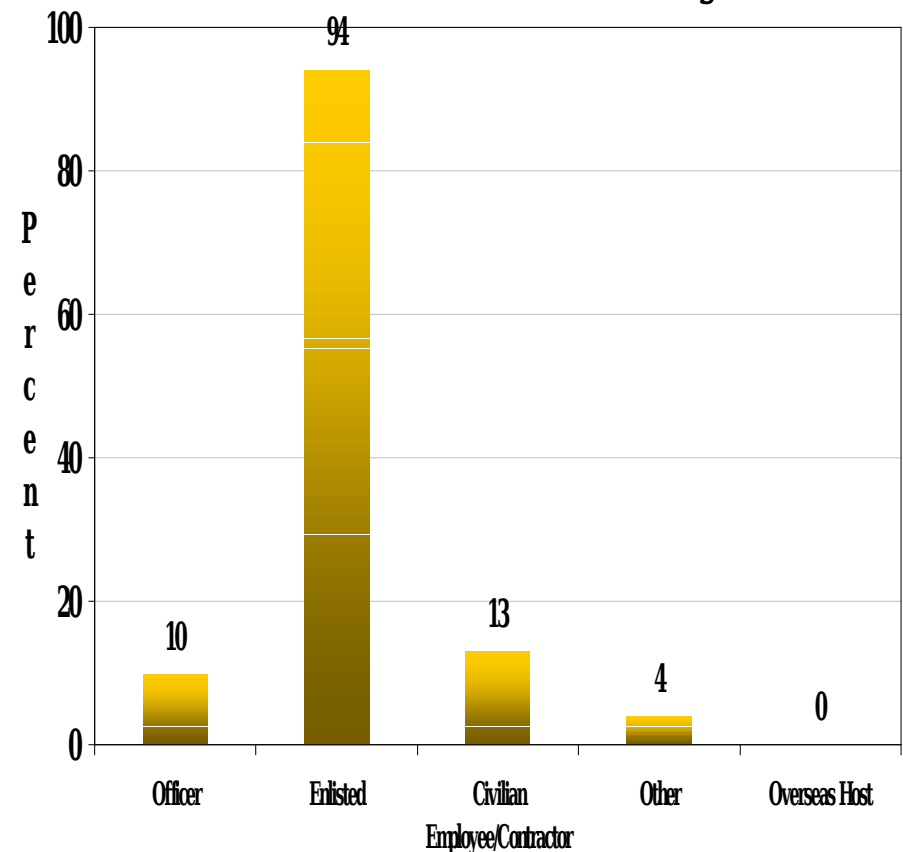
Characteristics of Harassers Female Enlisted

NPRST

Organizational Status



Civilian/Military Status



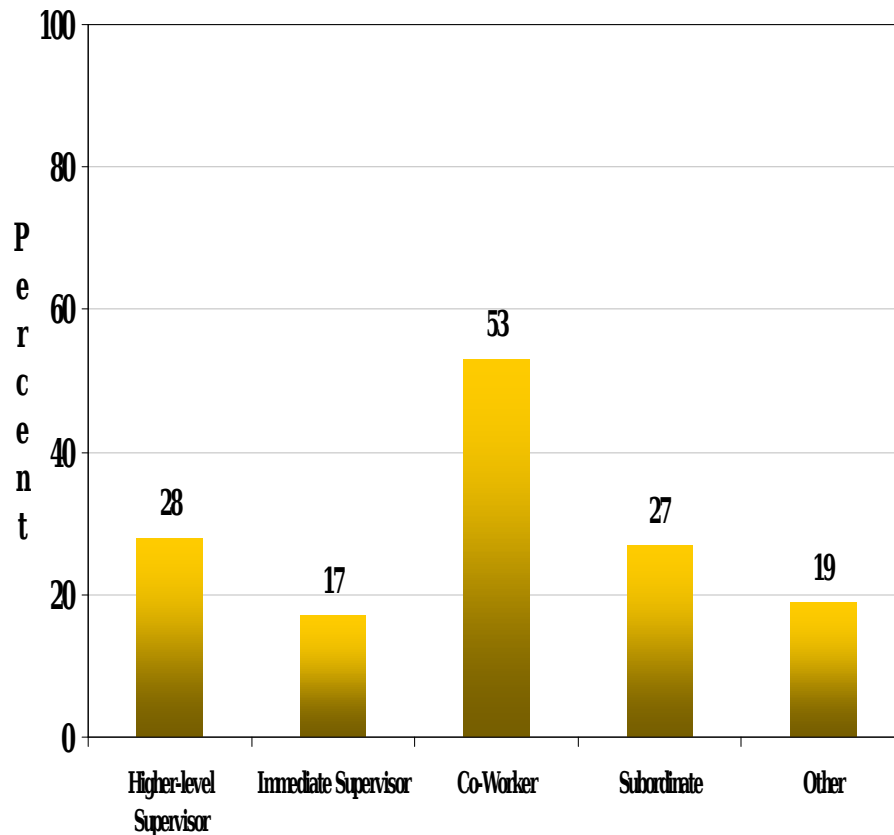
Note : Multiple responses allowed.

2002 NEOSH: Items 69, 70 **Naval Personnel Research, Studies, & Technology**

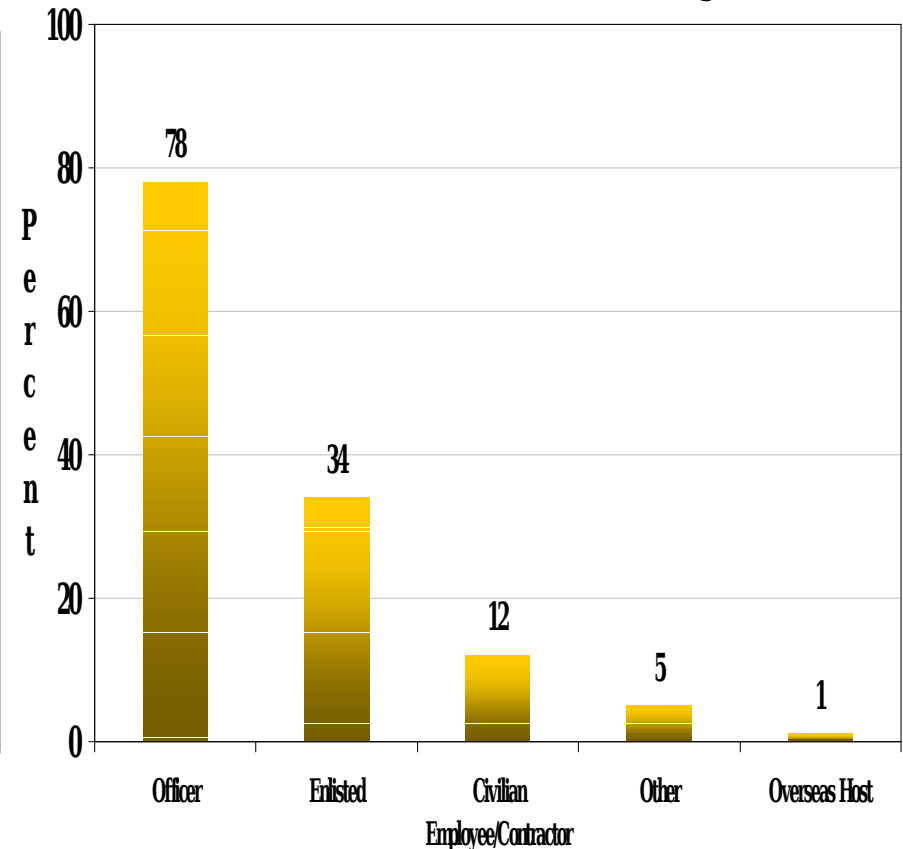
Characteristics of Harassers Female Officers

NPRST

Organizational Status



Civilian/Military Status

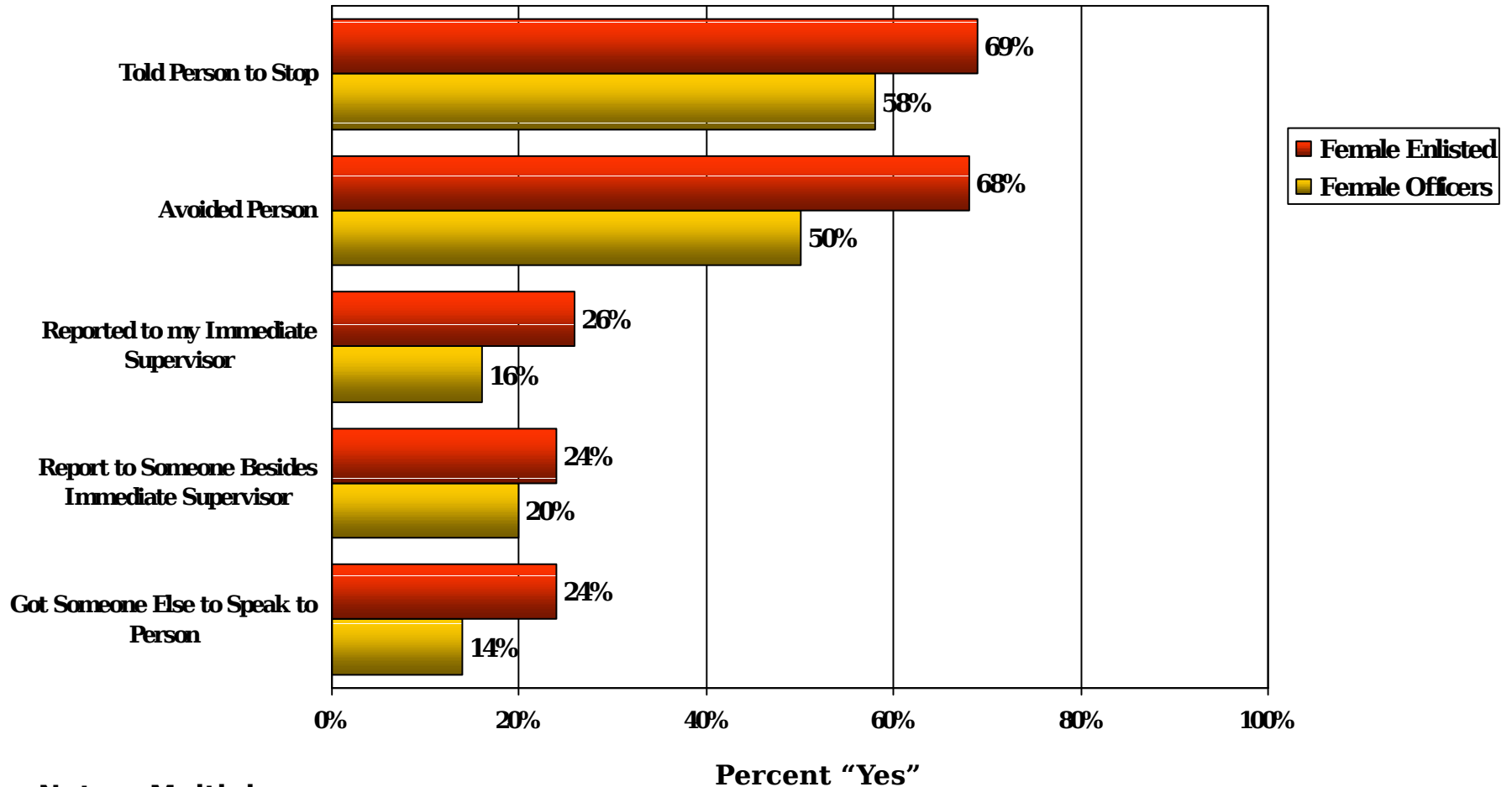


Note : Multiple responses allowed.

2002 NEOSH: Items 69, 70 **Personnel Research, Studies, & Technology**

Top 5 Actions Taken After Sexual Harassment

NPRST



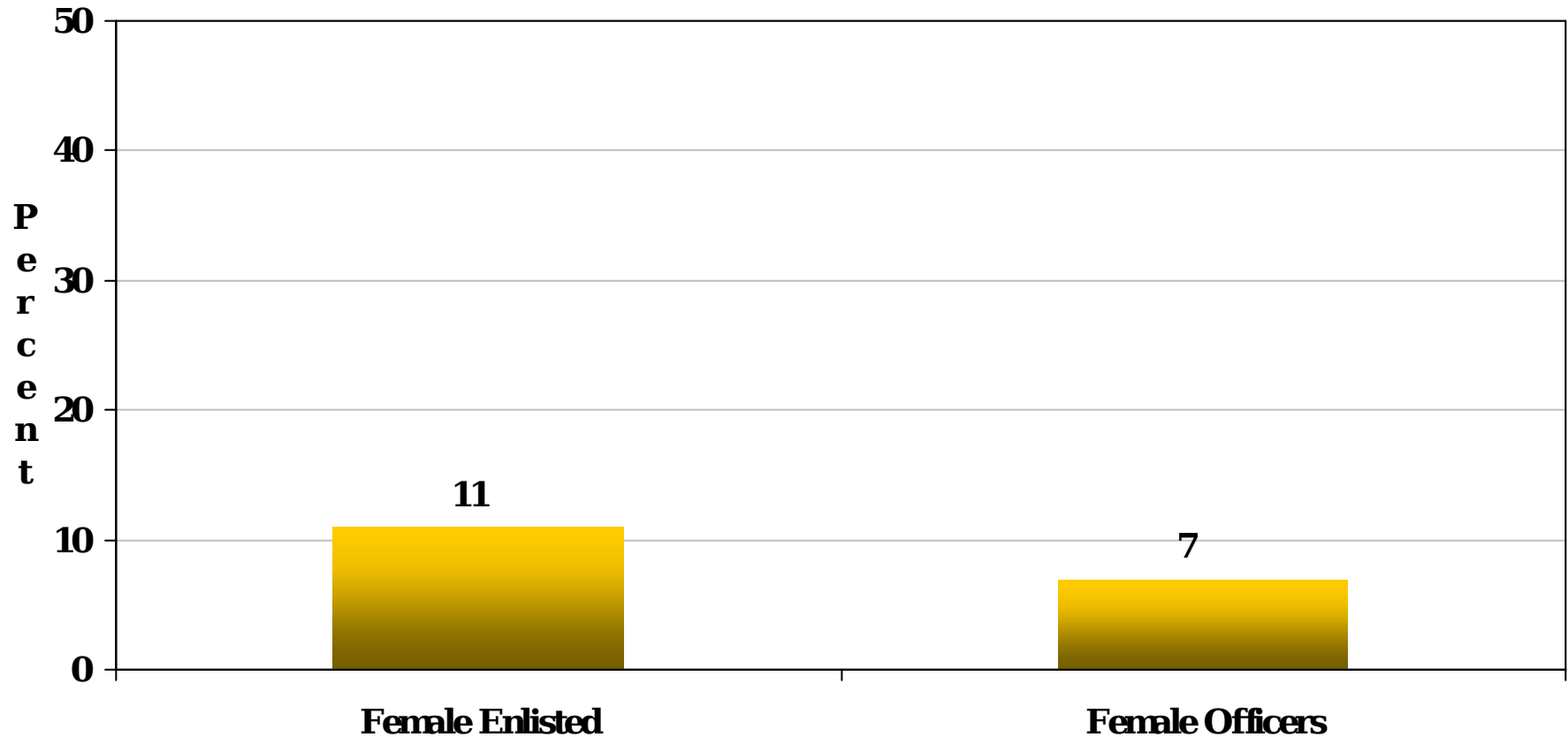
Note: Multiple responses allowed.

72a-n 2002 NEOSH: Items

Navy Personnel Research, Studies, & Technology

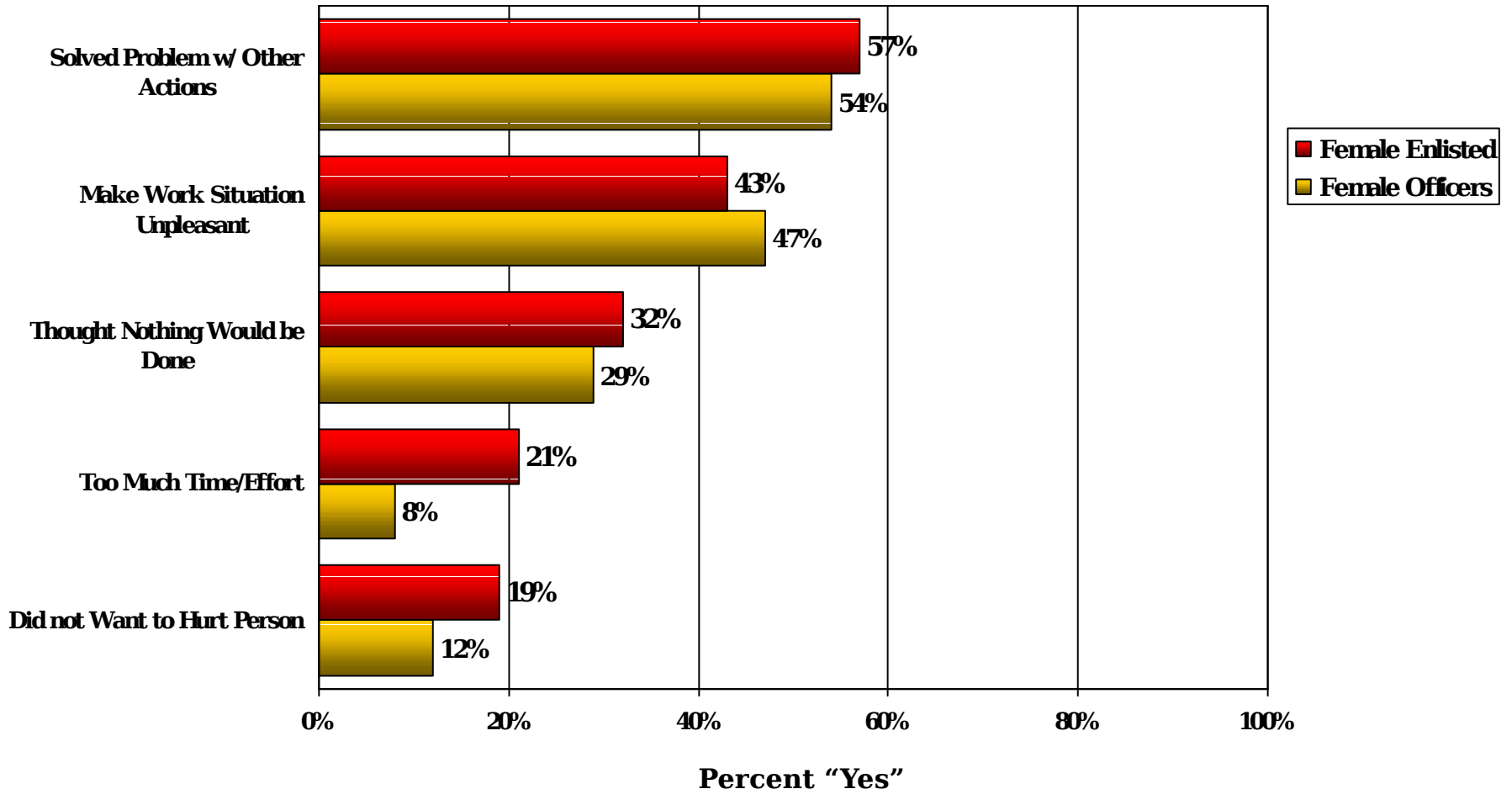
Percentage of Sexually Harassed Women Who Filed a Complaint

NPRST



Top 5 Reasons SH Complaint Was Not Filed

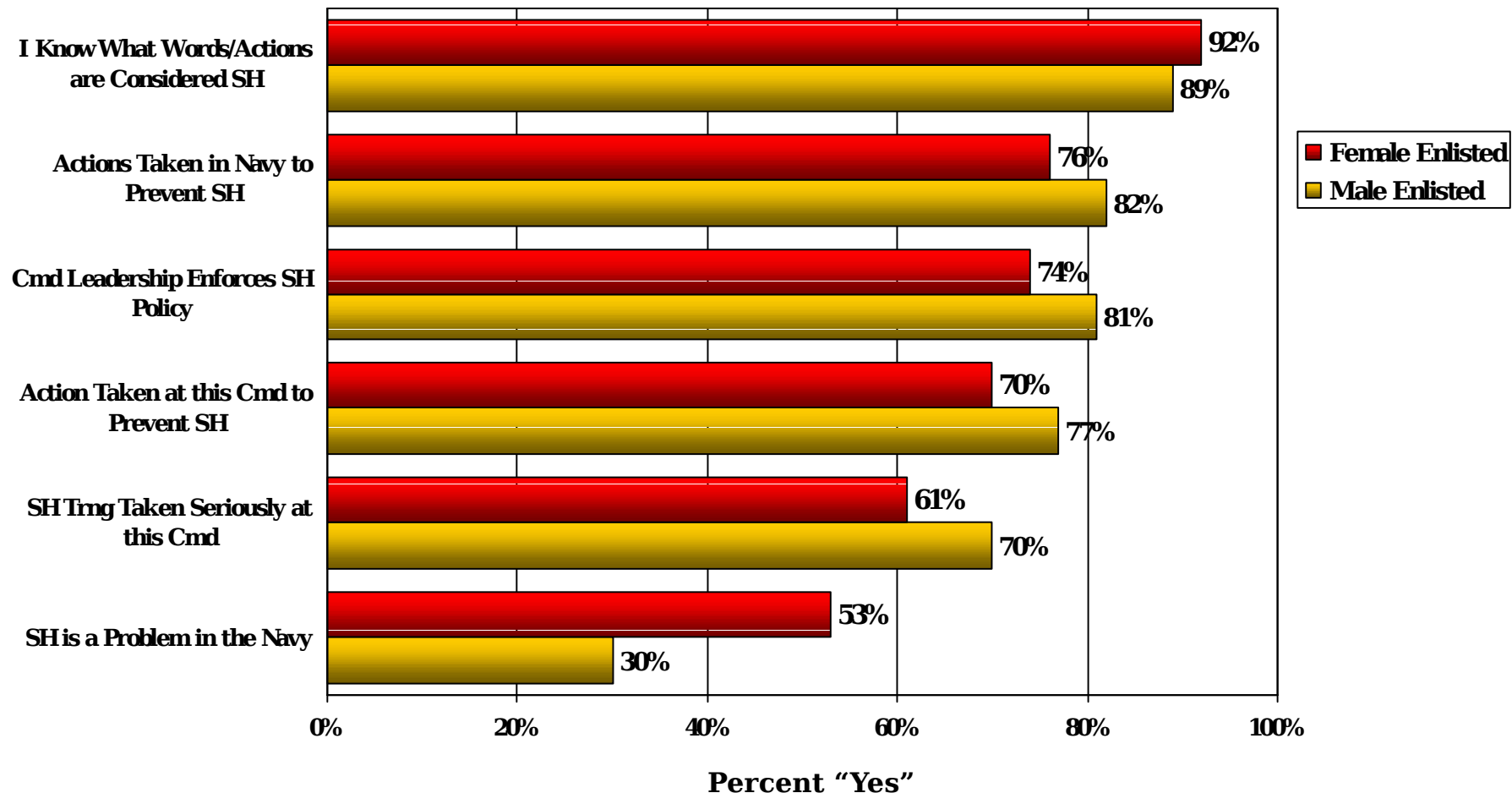
NPRST



Note: Multiple responses allowed.

Sexual Harassment Climate Enlisted Respondents

NPRST

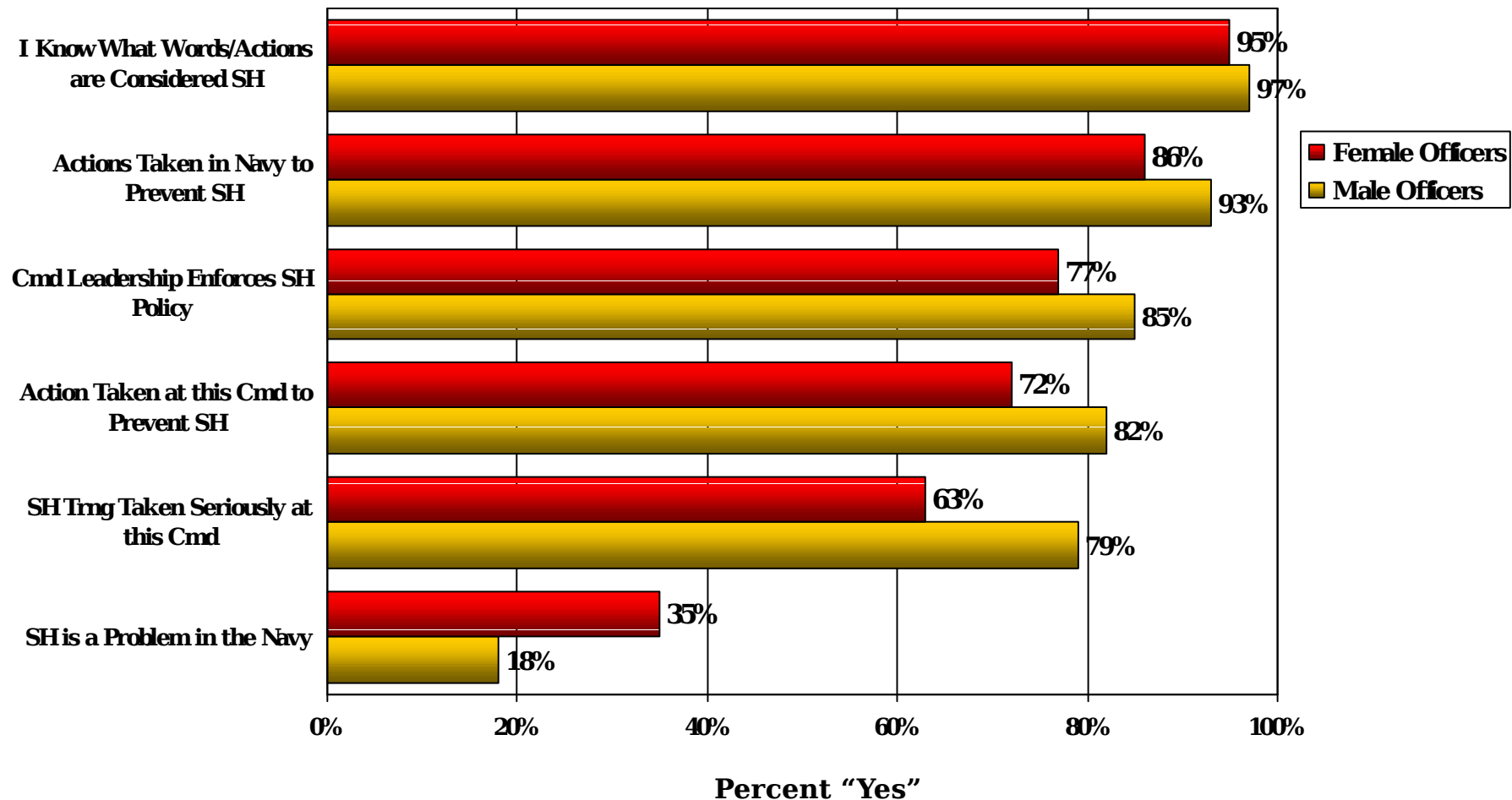


Note: 2002 NEOSH: Items 77-

Navy Personnel Research, Studies, & Technology

Sexual Harassment Climate Officers Respondents

NPRST



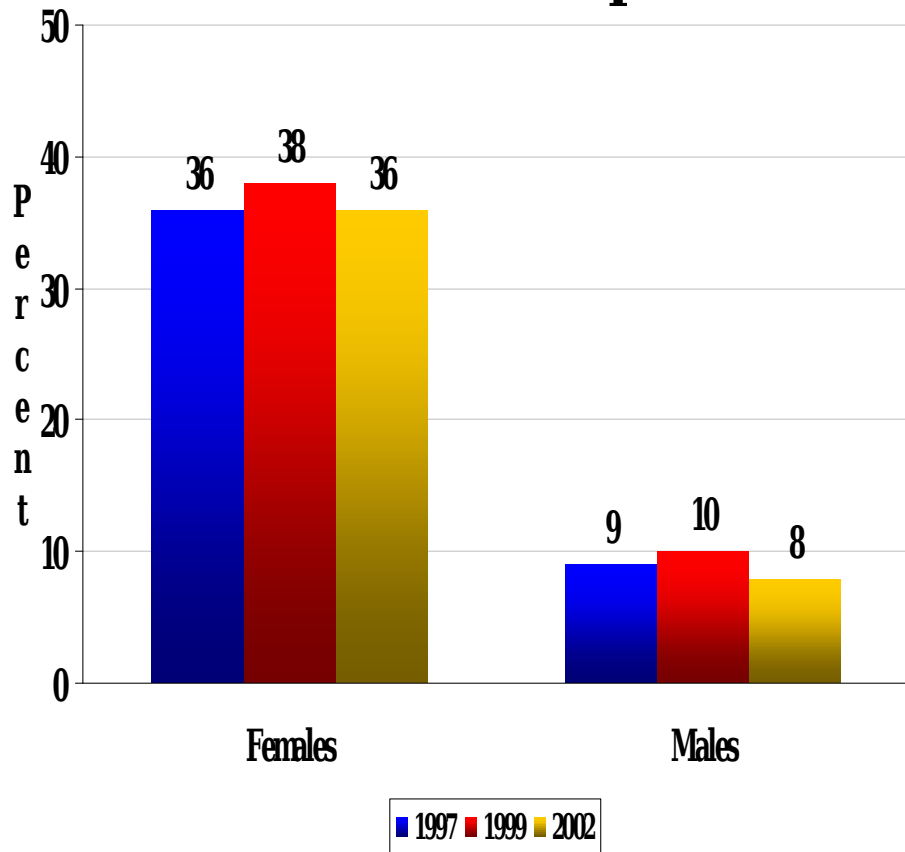
Note: 2002 NEOSH: Items 77-
85

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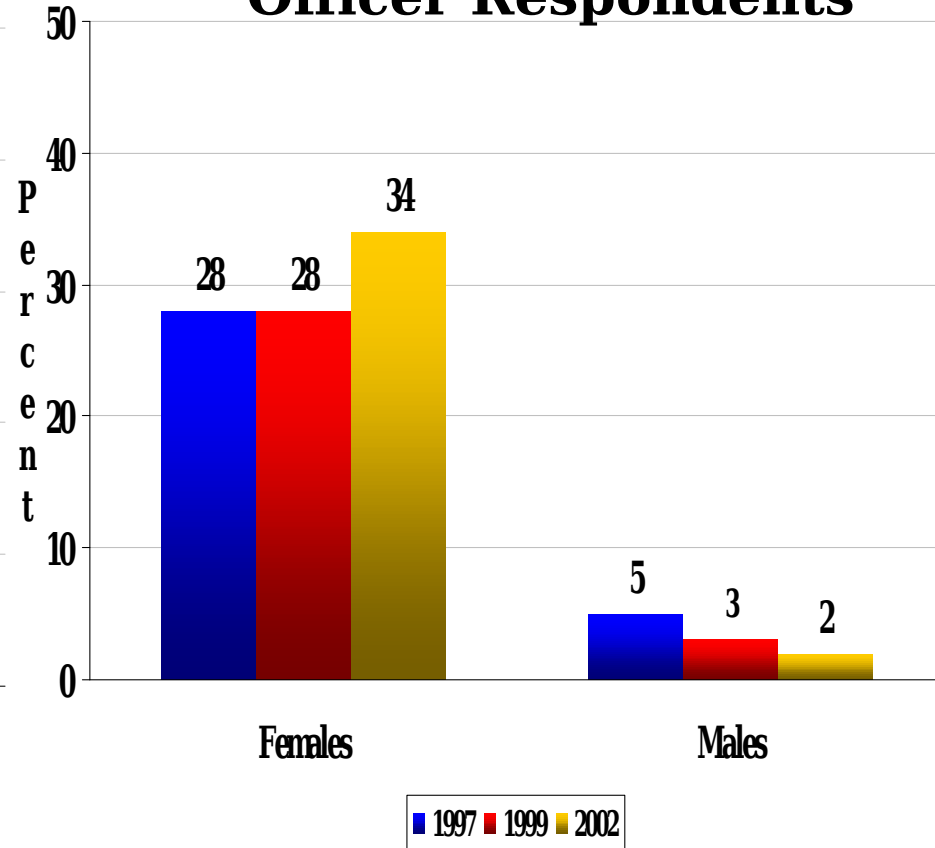
Percentage Who Experienced Gender Discrimination During the Past 12 Months

NPRST

Enlisted Respondents



Officer Respondents



Gender Discrimination Behaviors

NPRST

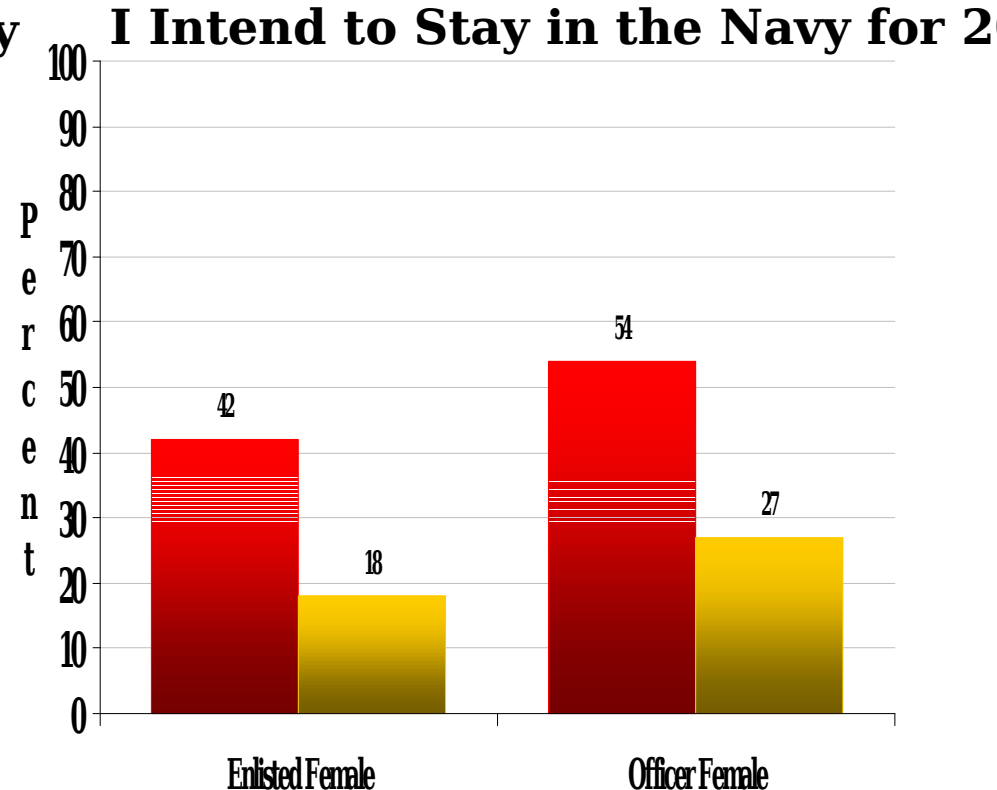
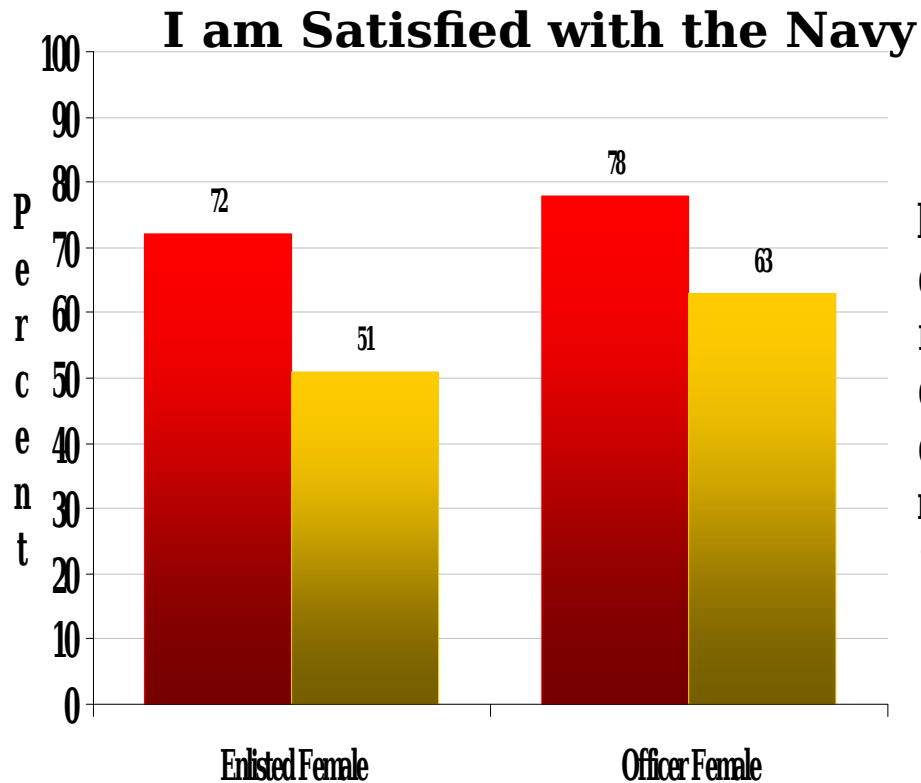
Officer Respondents Percent "Yes"

| | Males | | | Females | | |
|------------------------------------|-------|------|------|---------|------|------|
| | 1997 | 1999 | 2002 | 1997 | 1999 | 2002 |
| Negative comments | 3% | 3% | 2% | 25% | 27% | 28% |
| Offensive jokes | 3% | 3% | 3% | 19% | 21% | 25% |
| Ignored by others | 1% | 2% | 1% | 14% | 19% | 14% |
| Given menial jobs | 2% | 1% | 1% | 12% | 12% | 8% |
| Not asked to socialize | | 1% | 1% | 1% | 11% | 14% |
| Denied potential reward/benefit | | 2% | 1% | 1% | 8% | 7% |
| Physically threatened | | | 0% | 0% | 0% | 1% |
| Physically assaulted | | 0% | 0% | 0% | 1% | 1% |

2002 NEOSH: Item s 49a-h

Navy Satisfaction by Sexual Harassment Experience

NPRST



■ Not Harassed ■ Harassed

Percent "Agree"

■ Not Harassed ■ Harassed

Sexual Harassment: Summary



NPRST

Good News

- Navy assessment of SH in compliance with DoD requirement
- Most frequently reported SH are the milder forms (jokes, teasing, etc.); severe forms of SH are less common
- More than 80% of all groups report that they know what is considered SH
- More than two-thirds believe actions are being taken to prevent SH in the Navy
- Despite change in SH measurement, overall trends found on previous NEOSH surveys remained consistent

Sexual Harassment: Summary

NPRST

Areas of Concern

- Confidence in the grievance system has to be improved
 - Few women report filing SH complaints
 - One-third of women officers and over half of enlisted women believe SH is a problem in the Navy
- More than one-third of women officers reported gender discrimination
 - Milder forms reported more than severe forms
- SH experiences may influence decisions to stay or leave the Navy

Recommendations

NPRST

- Integrate survey results into Navy-wide strategic diversity framework
- Strive for maximum EO/SH training attendance
 - Expand current training to emphasize inappropriateness of racial/ethnic and gender-related negative comments and jokes
- Include gender discrimination as part of Navy-wide prevention of SH training
- Ensure that anti-discrimination training/messages/policies adequately address discrimination against Arab-Americans/Muslims
- Publicize survey results through feedback to respondents, NAVADMIN, Navy media, and posting on Navy web sites